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L'accessibilité menacée!

UN rapport que l'ACPPU vient de rendre public conclut que la flambée rapide des frais de scolarité diminue les services pour lesquels les étudiants paient tandis que l'accès aux universités et collèges est davantage tributaire du niveau du revenu.

L'étude, *L'accessibilité des universités et des collèges : Le comment et le pourquoi de la hausse des frais de scolarité*, traite des facteurs qui ont contribué à la rapide escalade des frais de scolarité et autres frais dans les années 1990 et de l'incidence des frais de scolarité plus élevés sur l'accessibilité des études postsecondaires.

Le rapport révèle que les frais de scolarité, après correction de l'inflation et calculés par étudiant équivalent à temps plein, ont augmenté de 64 p. 100 entre 1990–1991 et 1998–1999. La diminution de 25 p. 100 des subventions de fonctionnement publiques en est principalement responsable. Cependant, les universités dépensent davantage au titre de l'aide financière aux étudiants, ce qui explique également la hausse.

Contrairement à certaines idées reçues, les dépenses des universités au titre des salaires n'ont pas contribué à la hausse des frais d'études, peut-on lire dans le rapport.

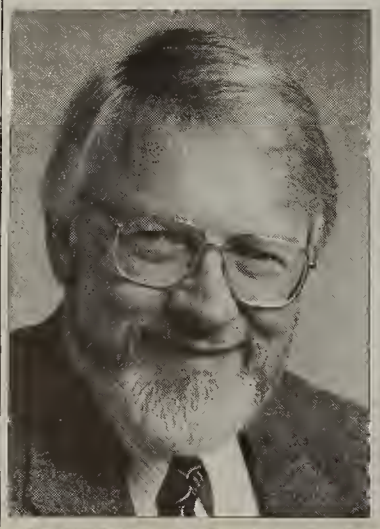
En réalité, la proportion des dépenses au titre des salaires des universitaires, calculée en dollars constants et par étudiant équivalent à temps plein, était plus de 16 p. 100 inférieure en 1998–1999 par rapport à 1990–1991. Ces données indiquent que les étudiants paient beaucoup plus et reçoivent moins en retour.

Selon l'étude également, la hausse des frais de scolarité a comme conséquence la plus tangible de rendre moins équitable l'accès aux études postsecondaires.

À l'aide d'un indice « d'abordabilité » qui détermine la proportion du revenu après impôt dont les familles ont besoin pour payer les frais de scolarité et autres frais, il est constaté que 20 p. 100 des familles canadiennes dont le revenu est le plus faible ont dû consacrer 14 p. 100 de leur revenu disponible en 1990–1991 pour assumer ces coûts. En 1998–1999, l'indice a grimpé à 23 p. 100. Pendant la même période, l'indice des familles les plus riches (20 p. 100) a enregistré une modeste hausse, de l'ordre de 3 p. 100 à 4 p. 100. ■

Traduit de l'article « Students Pay More for Less ».

Committee of Inquiry to Investigate Noble Case



Gordon Shrimpton (left) & Howard Pawley have been appointed to the committee of inquiry in the David Noble case.

CAUT's Academic Freedom & Tenure Committee launching an investigation into rejection of David Noble's appointment at Simon Fraser University.

CAUT's Academic Freedom and Tenure Committee has appointed an independent committee of inquiry to investigate events at Simon Fraser University concerning the decision not to appoint David Noble to the J.S. Woodsworth Chair in Humanities.

The members of the committee of inquiry are Howard Pawley, former premier of Manitoba and retired professor of political science at the University of Windsor, and Gordon Shrimpton, professor of Greek and Roman studies at the University of Victoria. They will begin their work in the next few weeks.

Professor Noble has alleged his academic freedom was violated when the university overturned the recommendation of the department of humanities that he be appointed to the J.S. Woodsworth Chair and directed the department to undertake a new search.

"Committees of inquiry are appointed to conduct objective investigations in cases where there are serious allegations involving violations of academic freedom or other rights," said AF&T committee chair Ian McKenna. "Our committee believes this case meets that criterion."

In a letter to the SFU administration protesting "the cancellation of Dr. Noble's appointment," more than 120 leading American academics argued that Noble "ranks in the global first tier of historians of technology, those of us who work in this field honour him as a groundbreaking scholar whose reputation spans nearly a quarter-century."

Burnaby-Douglas MP Svend Robinson has written SFU president Michael Stevenson to voice his deep concern about the rejection of the recommendation for Noble's appointment.

"Behind the intricate maze of arcane technicalities that purport to justify the decision not to proceed ... lies a more fundamental reality," Robinson wrote.

"The senior administration of SFU do not appear to want Dr. Noble on the SFU campus."

"Dr. Noble's long and distinguished record of exposing and confronting the growing corporatization of our public universities is clearly threatening."

A recent statement from John Waterhouse, vice-president academic at Simon Fraser, refutes claims that the administration's decision was influenced by the conflict between SFU's corporate partnerships and Noble's opposition to this activity.

"It has been suggested that the administration intervened on political grounds to 'block' the department's recommendation," states Waterhouse in an e-mailed memo. "This is a serious charge and is without foundation."

Waterhouse went on to explain that the decision to reject Noble's appointment was justified by serious errors in the department's hiring procedure and the candidate's lack of sufficient references.

Waterhouse's statements have been disputed by Lawrin Armstrong, a history professor and member of the humanities search committee that selected Noble.

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Students Pay More for Less

RAPIDLY rising tuition fees in the past decade have meant students are paying for less while access to university and college is becoming more fragmented along income lines, concludes a new CAUT report.

The study, *University & College Accessibility: How & Why Have Fees Increased?*, examines what factors have driven the rapid escalation in tuition and other fees in the 1990s and the impact the higher costs are having on accessibility.

The report finds that fees, when adjusted for inflation and measured on per full-time student basis, rose 64 per cent between 1990–91 and 1998–99, largely in response to a 25 per cent decline in public operating grants. However, higher expenditures by universities on student financial assistance have also contributed to the increase.

"Contrary to some perceptions, university expenditures on salaries have not been a factor in driving up costs," the report states. "In fact, spending on academic rank salaries, measured in constant dollars and per full-time equivalent student, was 16 per cent lower in 1998–99 than in 1990–91. In other words, students are paying more and are receiving less in return."

The study also reveals the main fallout from rising fees has been an increase in the inequality of opportunity to pursue a post-secondary education.

Using an "affordability index" to measure the share of after-tax family income needed to pay for tuition and other fees, the report finds that the 20 per cent of families with the lowest income would have had to set aside 14 per cent of their disposable income in 1990–91 to cover these costs. By 1998–99, the index rose to 23 per cent. For the richest 20 per cent of families, the index rose modestly from 3 per cent to 4 per cent over the same period.

"It is not inevitable that fees continue to rise," the study concludes. "The problem of higher fees is a political problem caused by the rapid public dis-investment in post-secondary education. As such, governments can take immediate steps to ensure that post-secondary education is affordable and accessible to all qualified students."

The report recommends governments increase public operating grants and provide a needs-based system of grants targeted toward economically disadvantaged students. ■

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Online Conference Set for Fall 2001

CAUT will be co-hosting a major international conference on online education Nov. 2–4 at the Delta hotel in downtown Montreal.

Joining CAUT in sponsoring the conference are the Fédération québécoise des professeures et professeurs d'université, the Canadian Federation of Students, and the American Association of University Professors.

Robert A. Brown, Provost of MIT, will make a keynote presentation about his institution's decision to provide free access to all MIT course materials on the Internet.

The opening panel will address the issue of preserving faculty control of content and curriculum in the online environment. Panel members include Jonathan Alger, legal counsel for the University of Michigan; Paul Jones, CAUT policy specialist on intellectual property; and James Knapp, professor of English at the University of Pittsburgh.

Jeremy Mowat, Athabasca University; Jim Sacouman, Acadia University; and Denise Tanguay, Eastern Michigan University, will talk about the implications of online delivery for faculty workload.

Other speakers include David Noble (Social Sciences, York University) on the corporate interest in online education; Ingrid Banks (Black Studies, Virginia Tech) on online's impact on teachers and students; and Christopher Oberg (Western University) on the costs of online courses.

Noted Canadian author Heather Menzies will reflect on how to meet the challenges posed by the new technologies.

The way forward will be discussed in a panel by FQPPU president Arpi Hamalian, CFS national chairperson Ian Boyko and AAUP general secretary Mary Burgan. ■

For registration and other information about the conference, please contact Nancy Gordon at CAUT (ngordon@caut.ca). Details also available online at www.caut.ca.

Two-Tier Hiring Policy Under Attack

CAUT has registered strong objection to proposals to dismantle the federal government's policy that gives Canadians and permanent residents first consideration for academic jobs at Canadian post-secondary institutions.

CAUT president Tom Booth and executive director Jim Turk met last month with Human Resources Development Canada Minister Jane Stewart to reiterate CAUT's commitment to such a policy.

Booth said appointments should continue to be offered to the best qualified Canadian or permanent resident who meets the stated requirements. Only if no Canadian or permanent resident meets the stated job requirements should non-Canadian applicants be considered.

The most controversial part of the present federal policy is a requirement that there be sequential advertising. The job must be advertised first in Canadian media. Only after a thorough and unsuccessful search for Canadian candidates can a university be authorized to advertise the position internationally.

The Association of Universities and Colleges of Canada has argued that there must be simultaneous advertising to avoid unacceptable delays to the hiring process.

CAUT has agreed to support simultaneous advertising provided four conditions are met.

All positions are to be extensively advertised in Canada. Canadian candidates and permanent residents must be considered first and appointments should be offered to the best qualified Canadian or permanent resident who meets the stated requirements of the position.

In the event no Canadian or permanent resident meets the stated requirements, non-Canadians may be considered provided the department/faculty receives the prior approval of a university-wide review committee.

Universities must establish university-wide appointments review committees, elected by the university's senior academic body, with a majority of the positions filled by faculty members. The committees must be advised of any decision that there are no suitable Canadian/permanent resident candidates for a position, review the facts, and rule on the matter. The committee would also advise the president on all appointments and would report annually to the senior academic body on each appointment, including whether the advertising requirements were met and indicating the nationality of each successful candidate as well as the number of applications for each position in categories of Canadians and permanent residents and non-Canadians.

"CAUT's willingness to accede to the elimination of the sequential advertising component of two-tier recruitment is a significant compromise," said Booth. "Without the sanction of sequential advertising, there has to be an effective mechanism to assure Canadians and permanent residents are considered first and that appointments are offered to the best qualified Canadian or permanent resident who meets the stated requirements.

"If no Canadian or permanent resident is deemed qualified, that determination must be subject to review prior to turning to non-Canadians and non-permanent residents. We have proposed an option that eliminates the sometimes substantial delays that can occur with sequential advertising but keeps the decision an internal one to the university – preserving university autonomy."

AUCC has opposed CAUT's compromise proposal claiming that a university review committee would be inconsistent with the objectives of efficiency and timeliness and could be seen as undue federal interference with internal university governance.

Instead, AUCC has proposed "case-by-case reporting to the local HRDC office when employment validation is sought, with this reporting to include an indication of all publications in which the position was advertised and of the content of the ads; the number of Canadian and foreign applications received and interviewed; the number of Canadian and foreign candidates offered the position; the citizenship of the candidate who ultimately accepted the position; and where a foreign candidate has been offered the position, an indication as to the reasons why the foreign candidate was preferred over the top Canadian candidates."

AUCC also propose that each institution's administration would table an annual public report, "indicating the number of positions filled during the year, the number of successful Canadian candidates and the number of successful foreign candidates."

"I am perplexed by AUCC's preference for external regulation instead of an internal review process by a collegial body," Booth said.

CAUT is continuing its discussion with federal officials. A decision on the government's policy direction is expected within the next few months. ■

Ottawa Posts Record Surplus

STRONGER than expected economic growth last year pushed the federal surplus to a record $15 billion, but Finance Minister Paul Martin says none of that windfall will go to repairing Canada's social infrastructure.

In his economic statement delivered in Ottawa last month, Martin announced that the entire surplus will be applied to the public debt and that program spending will be contained.

"Our long term plan is to continue to cut taxes, to continue to cut the debt, and continue to control spending," Martin told the House of Commons Finance Committee.

Critics say the $15 billion debt payment means that since the budget was balanced in 1997, more than 80 per cent of the fiscal dividend has gone to debt reduction. They urge Martin to consider addressing other priorities.

"There are a lot of urgent social needs that need to be met," noted CAUT president Tom Booth. "The Finance Minister was well positioned to put a dent in some of those needs, but he chose not to."

While Martin acknowledged the current slowdown in the U.S. economy would have an impact on Canada, he said Ottawa will still post a surplus of more than $7 billion in this fiscal year.

Booth said that gives Martin ample room to increase program spending without running the risk of slipping back into a deficit situation. "Over the past years, federal program spending as a share of GDP fell from more than 17 per cent to near 11 per cent. This represents billions that would have been available for education, health and social programs as well as the basic infrastructure of the country." ■

Le mot du président

Un continent américain différent est possible

Par TOM BOOTH

DALTON Camp a écrit dans l'édition du 1er avril 2001 du *Toronto Star* : « À la veille du Sommet des Amériques de Québec, se tiendra aussi le Sommet des peuples. Apparemment, le premier a trait au commerce, à l'ouverture des frontières commerciales, et fait partie du projet visant à livrer la planète à l'emprise des grandes sociétés. L'autre sommet, pourrait-on dire, a lieu dans le but de faire de la planète un lieu sûr pour les peuples. » Dans le contexte de la concentration du pouvoir des grandes sociétés et de la protection de cette puissance contre la démocratie, M. Camp ajoute : « La démocratie a continué de s'étendre, mais le pouvoir des grandes sociétés est en train de l'étouffer, sinon de l'assujettir. »

L'un des impératifs de l'assujettissement de la démocratie consiste à diminuer l'influence du secteur public en sabrant dans les secteurs publics telle l'éducation.

Pendant que les chefs d'État et de gouvernement des Amériques se réunissaient pour discuter de la Zone de libre-échange des Amériques (ZLEA), des délégués de différents pays du continent se sont rassemblés à l'occasion du Forum continental sur l'éducation au deuxième Sommet des peuples des Amériques, à Québec. Les délégués au forum ont discuté de divers exemples de libre-échange ayant des répercussions sur les étudiants et les enseignants sur tout le continent.

Ils se sont penchés sur l'ingérence des grandes sociétés, de la privatisation, de la réduction de l'accessibilité et de la discrimination à l'égard des femmes dans le domaine de l'éducation.

Tous les peuples, d'un bout à l'autre des Amériques, ont fait part de leurs préoccupations communes quant à l'échec des gouvernements de maintenir, encore moins de promouvoir, des établissements d'enseignement humains, fonctionnels et d'une intégrité structurelle, au refus de ceux-ci d'accepter leurs responsabilités en matière d'éducation ou à leur dénigrement total des services éducatifs, enfin, à leur échec d'offrir l'égalité des chances en éducation. Les délégués ont proposé des solutions de rechange à la tendance à traiter l'enseignement, l'apprentissage et la quête du savoir uniquement comme des « services commerciaux ».

Sur tout le continent des Amériques, les compressions dans le secteur de l'éducation, la décentralisation, la privatisation, la commercialisation et le contrôle concomitant accru par les grandes sociétés ont gravement détérioré les conditions d'enseignement et d'apprentissage. Ces conditions montrent clairement à quel point il importe d'agir pour démocratiser l'éducation en Amérique.

Dans un rapport sur les conséquences de la ZLEA, intitulé *À l'intérieur de la forteresse : les enjeux des négociations sur la ZLEA*, l'auteur, Marc Lee du Centre canadien de politiques alternatives, a déclaré : « En somme, l'enjeu, c'est la capacité de la population de faire des choix démocratiques au sujet de la structure de son économie et de sa société ».

L'ambassadeur du Canada auprès de l'Organisation mondiale du commerce et président du Conseil du commerce des services de l'OMC a déclaré : « Et parce que l'éducation est une industrie, nous devons l'assujettir à la même discipline et adopter à son égard les mêmes approches que pour nos industries plus traditionnelles ».

C'est par l'action, en défendant l'enseignement public et en s'engageant à promouvoir la direction collégiale et la liberté universitaire, que l'ACPPU joue un rôle de premier plan dans la transformation démocratique de l'éducation d'un bout à l'autre des Amériques. C'est le moins que l'on puisse faire pour vivre sur un continent juste et humanitaire.

Traduit de l'article « A Different Americas is Possible » (*Bulletin* de l'ACPPU, mai 2001).

Homework!

A Number Game

Cordelia and Kent play the following game. Cordelia goes first and they take alternate turns. Each selects a number from 1 to 6 inclusive that has not already been selected; the game ends in six moves. At the end of each move, the player making the move takes the sum of all the numbers selected by either player up to that point and claims all of its positive divisors. When the game is over, the score of each player is the highest number k for which the player has claimed all the consecutive numbers 1, 2, 3, ..., k from 1 to k inclusive. The winner is that player with the highest score; if both have the same score, neither wins and the game is a tie. For example, suppose the six moves are as follows: C:2; K:4; C:1; K:3; C:5; K:6. The respective claims by C are 1, 2; 1, 7; 1, 3, 5, 15; and by K are 1, 2, 3, 6; 1, 2, 5, 10 and 1, 3, 7, 21. C and K have the same score, 3, and the game is a tie. The example really does not demonstrate very good play. Is there any way that Cordelia can be prevented from winning?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A9.

The Wizardry of Mediating Instruction with Technology

By TONY TREMBLAY

THE discourse analysts out there will notice first in my title the syntactic fracture from what has now become the fluid "Technology Mediated Instruction." That is intentional. I want to focus on both the action of mediation and the attempts to steer discussion away from that action. "Technology" must therefore be put at the end of a title to be made strange (which, for most of us on the inside of education, it is).

My observations in this piece come from two memorable "learning" experiences in the last year: the University of New Brunswick's incoming director of computing services Greg Sprague's opening component of the Effective Teaching Institute, "How Multimedia is Changing Our Lives," in April 2000, and Dr. David Brown's talk on "Assessing the Impact of Technology on Learning," in September 2000.

Part of the instructional development series at Fredericton's two universities, both presentations were billed as opportunities to "assess changes and impacts," which at least to me suggested some critical evaluation, if not preliminary interventions in the form of questions, assessments, comparisons, implications, and so forth (the sort of thing that reflective professionals would find useful).

What both presenters delivered, however, was overdetermined hyperbole of the sort that tends to ignore evaluation for declaration, specifically, declarations of the speed, power, and wizardry of the machine. Neil Postman calls this the "gee whiz" approach to discussing technology in education, and points out that it is a standard rhetorical strategy used to optimize persuasive bullying while removing that which is contentious from the realm of reasoned debate.

Greg Sprague began by saying that Intel's CEO was "the new guru." Of what exactly, we were not told, though the inference of his importance (whatever it is) was assumed to be clear in both the language and spirit of animation that followed. The flood of new terms alone was impressive: global and electronic revolution, screenagers, e-company (versus ex-company), cyber-squatting, e-solutions, and affordability.

The e-industry axiom – faster, better, cheaper – informed Sprague's whole presentation, and without any thought whatsoever to the impact of all this on our learning and teaching environments, let alone *what* gets taught and learned.

Without reference to the shifting ground, or to those thinkers who attend to that ground (I waited in vain to hear the name Jacques Ellul or Neil Postman or Ursula Franklin or David Noble or even the sleeve-worn McLuhan), the clear messages in Sprague's hyperbole were these: that there can be no debating the importance, indeed the necessity, of technology in the classroom, and that to believe otherwise renders one roadkill on the information superhighway.

I'll admit feeling more than a little uneasy in being told that by a director of computing services, especially at an Effective Teaching Institute for faculty. I'll also admit growing impatience with the positivist assumption that since "business is driving the revolution," we must all fall in line.

I am reminded immediately of Ellul's take on this: "The university has to become a technical school so that each student may instantly fill a position in this technological society. And people are horrified that the university does not accommodate faster and better. These imbeciles are totally ignorant of what the university's role should be, they sneer at the value still attached to the "humanities," at the uselessness of Latin, of history and philosophy. They want the university to be a technical cog in a technological society. Of course, these are the same imbeciles who give pompous speeches on tomorrow's civilization and technological humanism ... In effect, it is quite likely that this adjustment to the technological world will condemn any possible university to death." (Jacques Ellul, *The Technological System*, 245.)

To make any sense of the underground wiring powering all of this hype, one had to be at the next "learning technologies" presentation by David Brown, in which a regional IBM executive sat next to the previous director of UNB's computing services. Coincidence or instructive recurrence? (Probably the latter, since Brown was quite open in his admission that IBM was underwriting some of the cost of the two-year laptop replacement policy at his university.)

Brown opened his presentation with the comment, "computers save student lives," and proceeded from there to espouse, with merriment equal to Sprague's, the supposedly research-corroborated benefits of delivering instruction via technology. I say "supposedly" because while he claimed that research existed to prove that laptop technology did enhance learning, he also said he could produce no paired or matching-set studies that made the case – a curious instance of his message embarrassing its own ruling logic. In that absence, all he could do was assure us that it was so, that technology was the answer to an enhanced educational experience.

Foremost among the benefits he identified was the idea that "with [technology-induced] ubiquity, the culture changes." And with that comment and matching PowerPoint slide, Adorno rolled over in his grave.

Moving in that narrow range from surety to declaration – believing so completely in the authority of technology that one assumes it is a universal panacea – what these speakers didn't seem to understand is that technology itself changes both the learning environment and the content of what is learned, and that as reflective educators we care very deeply about those changes. Which doesn't mean that we fear change (a position their oppositional logic often forces us into), but that we want to attend to it, discuss it, and feel our way slowly.

Moreover, as scholars of argument and utterance, we tend not to be swayed by rhetorical tricks, meaning that most of us understand that if "e-solutions" are proposed, then non-"e"-problems can be found. If you don't own a spaceship, then getting to Mars is a real problem, especially if Mars suddenly becomes the agreed-upon destination. (Of course, as Ellul, McLuhan, and Mumford would argue, and quite rightly, it is only in owning a spaceship that Mars is a destination at all.) In such an environment, the complicity of those who make spaceships is rather obvious, more so if they too are the cartographers.

Such is the coercion behind the overdetermined hyperbole of the two speakers I heard. Our lack becomes a determination of what they have in plenitude, an old salesman's trick, and a transparent one to be sure, for the perception that the Internet and technology are solutions rather than media is fundamentally untenable, no matter how slick the sales pitch.

Lest my isolation of these two presentations and presenters is misunderstood, I will conclude by acknowledging that the hyperbole I witnessed supersedes location and individuals. Rather, the hyperbole is a cultural phenomenon that invites (demands!) our careful attention and response.

For my part, I am curious about the pedagogic potentials of technology and have made many adjustments to incorporate technology into my teaching and research. I become wary, however, of the tyranny of non-academics and corporate interests in dictating the terms of education, for that which intervenes or enables (such as technology) also changes. I ask nothing less than to be a partner in this change, and I look forward to the reasoned discussion and what David Solway calls the "slow-zoned" implementation training that must now temper the hyperbole of the IBM sales force. ■

Tony Tremblay is associate professor of literature and cultural studies at St. Thomas University in Fredericton. A shorter version of this article appeared in St. Thomas's Instructional Development newsletter, *Teaching Perspectives* 2 (Fall 2000): 8-9.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaime for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Tribune libre est une chronique régulière du *Bulletin*. La rédaction invite les lecteurs à soumettre des articles. La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

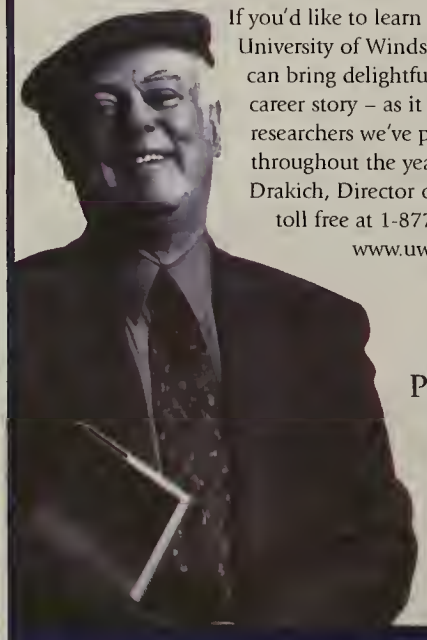
A career choice that led to no great mischief

Alistair MacLeod tells the story: "Some years ago – never mind how many – I was employed in the Department of Literature at a large American university when I heard that the University of Windsor encouraged and supported the development of creative writing. That wasn't really the *thing* then, you see, so it was exciting to think that I could balance my scholarly work with creative expression."

Dr. MacLeod has been singularly successful at managing the balance. After a career as a noted researcher and writer of short fiction, he published his critically acclaimed first novel, *No Great Mischief*, which is currently translated into 14 languages. It has been firmly entrenched in Canada's top-10 bestseller lists for over 70 weeks, and recently won the prestigious IMPAC Award.

A Professor Emeritus, he credits much of his success, quite directly, to the highly supportive atmosphere that greeted his arrival at the University of Windsor "and that positively persists today. I'm happy to remain a part of that tradition and scholarly community," he adds, "in my post-retirement mischief making."

If you'd like to learn more about how the University of Windsor's supportive atmosphere can bring delightful twists and turns to your career story – as it has those of the researchers we've presented in these pages throughout the year, please call Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. Or visit us at www.uwindsor.ca/facultypositions.



SET ASIDE PRECONCEPTIONS.

DISCOVER SOMETHING REMARKABLE.

Dr. Alistair MacLeod

the degree that works

UNIVERSITY OF WINDSOR

NEWS

Council News

New Agreements Signed with IFUT, AUSNZ & NTEU

CAUT has signed agreements with its counterparts in Australia, New Zealand and the Irish Republic allowing individual affiliated members working temporarily in these countries to hold special member status of the host organization. The agreements, approved by CAUT Council in April, are between CAUT, the Irish Federation of University Teachers, the Association of University Staff of New Zealand and the National Tertiary Education Union. Visiting faculty members who are working temporarily, on exchange or on sabbatical leave in the Irish Republic (up to two years) or in Australia or New Zealand for a period less than 12 months, will be entitled to the benefits of membership of the host organization, subject to proof of continuing financial membership in their local association. Benefits of special or associate membership include access to discounts negotiated by the host organization for its members and may include union assistance, where appropriate. CAUT members planning to take up posts overseas in these countries should contact their local faculty association which in turn will advise CAUT.

Council Adopts Motion on Privately Funded Activities

Council delegates voted overwhelmingly to adopt a resolution on commercial and privately funded activities in public post-secondary education institutions. The motion reaffirms that CAUT supports and will work towards a publicly governed post-secondary education system which is primarily financed through public funds. CAUT is opposed to the replacement of public funding sources with private funding sources and will actively work to secure adequate public funding. Where post-secondary education institutions and any of their affiliated institutions opt for private funding involvement, it is imperative that private involvement is screened against guidelines that protect the integrity of public education institutions and academic freedom. Such guidelines should ensure that relationships with private funders do not undermine the primacy of the public interest in post-secondary education. Over the next few months, CAUT will develop guidelines for reviewing private funding involvement which include the need for policy and procedures to govern private funding arrangements, respect for existing collective agreements, educational integrity, accountability, integrity of the governance process, ethical issues, equity and inclusiveness, fiscal priorities and responsibility, and research.

A full-text version of the motion can be viewed at www.caut.ca.

Council Condemns DeVry's Status

Delegates to CAUT's Council meeting in April voted to condemn the Alberta government's unprecedented move to grant the DeVry Institute of Technology, a for-profit, U.S.-based corporation, the right to grant academic degrees. The decision by Alberta created the first for-profit university in Canada. CAUT president Tom Booth wrote to Premier Ralph Klein and Learning Minister Lyle Oberg to express CAUT's opposition to this decision that may have far reaching implications because of obligations under Canada's trade agreements. Booth also noted that, contrary to the Alberta government assurances, there would be public subsidy of DeVry. CAUT has called on the Alberta government to reconsider its decision.

ANSUT Joins CAUT

The Association of Nova Scotia University Teachers, a provincial federation representing the faculty associations of Acadia University, the Atlantic School of Theology, Mount Saint Vincent University, the Nova Scotia College of Art and Design, Saint Francis Xavier University, the University College of Cape Breton and Université Saint-Anne, was welcomed into CAUT membership at CAUT's April Council meeting. "We are delighted to welcome the Nova Scotia organization as a provincial affiliate," said CAUT president Tom Booth. "ANSUT is a relatively new association, but it has made tremendous inroads with its lobbying efforts on issues of concern to its members. The association will make a valuable addition to CAUT." Faculty associations in British Columbia, Alberta, Manitoba, Ontario and New Brunswick are represented by provincial federations which hold membership in CAUT.

Council Celebrates 50th Anniversary

CAUT marked the 50th anniversary of its founding in 1951 with special events at the 50th Council meeting held in April. Guest appearances by former presidents Howard McCurdy (1966–68), Ken McGovern (1982–83), Pamela Smith (1988–90), William Bruneau (1996–98) and former executive director Donald Savage (1973–98) highlighted the occasion. Delegates were treated to the unveiling of the 50th anniversary CAUT banner, depicting the work of CAUT members. The banner was made by artists Carole Conde and Karl Beveridge. Members and guests then moved to the National Press Club for a lively and entertaining celebration dinner with guest speakers Michael Conlon, national chairperson of the Canadian Federation of Students, and Jan Eastman, North American representative on the Education International executive.

Toronto Ex-President Urges Adoption of 'Market Model'

ROBERT Prichard, former president of the University of Toronto, says universities should rely less on the state and embrace the forces of the marketplace in order to maintain their autonomy.

Speaking to the annual meeting of the Canadian Society for the Study of Higher Education held during the 70th annual Congress of the Social Sciences and Humanities at Laval University in May, Prichard said recent government attempts to impose performance indicators on universities are at best an unnecessary burden and at worst an unwarranted infringement on university autonomy.

"There's a thinking in government that we need to get control over universities, that we need to squeeze them a little more to root out the waste and inefficiency," Prichard told the audience of mosily academics. "In Ontario, we've had nonstop studies looking for waste and inefficiency in the university system, but each time they conclude that the root problem with the system is it needs an injection of new funds."

Prichard said that universities need to demand less regulation and government control and to engage in more direct competition with each other.

"We need a more market-driven, deregulated, competitive and differentiated system than we have now," he argued. "In every sector where it has been pursued, deregulation has had positive benefits in terms of encouraging the production of better services for consumers. This market model give universities more freedom, the freedom to innovate."

Prichard also said university tuition should be deregulated, allowing administrators to set fees higher than current provincially-mandated limits, and that universities should diversify their funding sources by more aggressively courting private donors so that they are less dependent upon government grants.

During a panel discussion following Prichard's address, CAUT's associate executive director David Robinson expressed strong concerns about universities adopting a market-driven agenda.

Robinson noted that reliance on private funding often comes with more strings attached that can compromise the autonomy of the university, and the academic freedom of faculty members.

"It's odd that in the name of autonomy, some people would have universities become subservient to the marketplace," Robinson said.

Arpi Hamalian — Opposing view.

"Let's remember how the University of Toronto recently stood by while the appointment of Dr. David Healy was withdrawn after he made critical statements about the makers of antidepressants — companies who are also important donors. I wonder what this says about the autonomy of the university or the academic freedom of Dr. Healy."

Panellist Arpi Hamalian, president of the Fédération québecoise des professeures et professeurs d'université, argued that universities must be more publicly funded and more accountable to the broader public interest in order to preserve their autonomy.

"The deregulation of post-secondary education that some are proposing would lead to a serious erosion of academic freedom," Hamalian said. "Historically, our universities have been best able to respond to changing economic conditions and to serve larger number of students only when they have been adequately funded by government." ■

Winds of Change

SSHRC report released outlining the future of the humanities in Canada.

THE Social Sciences and Humanities Research Council has released the report of a working group struck two years ago to recommend ways to strengthen humanities research and education in Canada.

At a news conference held during the 70th annual Congress of the Social Sciences and Humanities at Laval University, SSHRC president Marc Renaud called the report "both a wake-up call and a call to action."

"Researchers, universities and SSHRC must take a leading role in reestablishing humanities research and education as vital to the development of a knowledgeable and productive citizenry," Renaud said. "An understanding of history, philosophy, religions, languages, literature and the fine arts enriches our national culture, promotes a civil society and enhances not just the intellectual but also the economic wealth of all Canadians."

The eight-member working group was established in 1999 in response to growing concerns that governments and university administrators were ignoring the value of the humanities. The group was asked to identify current challenges and future trends for humanities research and to recommend ways to strengthen the field.

The report blames many of the problems now facing the humanities — including a 13 per cent decline in the number of full-time faculty members since 1978 — on years of cuts to university funding and to the budgets of the granting councils. The report recommends a significant reinvestment in humanities education and research.

"Half a century ago, the Massey Commission recommended providing new public funds to assist in nourishing Canada's cultural life," the report states. "Similarly, the working group recognizes the need for increased funding for humanities education and research."

Marc Renaud — Evaluating policies.

The report urges university administrators to ensure that humanities receive a fair and proportional share of appointments in future hiring, and to revise university promotion and tenure criteria to acknowledge and reward the value of scholars' public and community work.

"We must reemphasize — and promulgate widely — the fact that humanities research and education are vitally important to developing and maintaining a knowledgeable and productive workforce and that they are central to the viability of national cultures, civil society and to the health of democratic institutions," the report concludes.

Renaud acknowledged the report means SSHRC will need to evaluate its own policies regarding how it currenly provides support for the humanities.

"The policies of SSHRC will have to be reviewed," Renaud said. "We're taking this report to our council and we will have a serious discussion about what steps we need to take." ■

The Report of the Working Group on the Future of the Humanities is available online at www.sshrc.ca.

Women Are Being Left Behind in the Canada Research Chairs Program

FEMALE researchers are being overlooked by the Canada Research Chairs program, according to CRC's own statistics presented last month during the 70th annual Congress of the Social Sciences and Humanities at Laval University.

Program administrators provided data disaggregated by gender which revealed that women received less than 17 per cent of the research chairs. The data was provided at the request of Wendy Robbins, vice-president of feminist issues at the Humanities and Social Sciences Federation of Canada, along with colleagues Judy Stanley and CAUT's equity officer and legal counsel, Rosemary Morgan.

The three women have spent the last several months gathering and collating data on the status of women in higher education. The results of their study were presented at the Women's Issues Network (WIN) colloquium on May 29 at Laval.

Robbins said some of the data was encouraging, but still more demonstrates that further work is needed. "Women now make up nearly 57 per cent of all university graduates, but they continue to be under-represented in PhD achievement," she said. "Moreover, the data indicate women are still under-represented in faculty." Only 26 per cent of Canadian professors in all ranks are women, with nearly 44 per cent of those in the lower ranks.

Engineering and science are the two disciplines that still have the lowest representation of female professors. While the pool of female engineering PhDs has increased from 3.3 per cent in 1972–1973 to 11.2 per cent in 1996–1997, their representation in all ranks has only increased from 0.94 per cent in 1972 to 8.13 per cent in 1998.

On the wage gap side of things, Morgan says women continue to suffer but are making gains. Statistics Canada data reveals that female professor earnings in all ranks combined is 94 per cent of male earnings (when rank, age and experience are the same).

"The statistics suggest that pay equity is still on the horizon," Morgan said.

The comparative earnings and representation rates of women in part-time faculty positions are not known (not all universities keep accurate records), but anecdotal evidence suggests that women continue to be over-represented in this lowest paid academic group. ■

Les chercheuses en minorité

D'APRÈS des statistiques provenant du Programme de chaires de recherche du Canada, dévoilées le mois dernier dans le cadre du 70e Congrès des sciences sociales et humaines à l'Université Laval, les chercheuses canadiennes sont sous-représentées au sein du Programme.

Les administrateurs du programme ont fourni des données désagrégées selon le sexe qui révèlent que les femmes ont obtenu moins de 17 p. 100 des Chaires de recherche du Canada. Ces données ont été fournies à la demande de Wendy Robbins, vice-présidente des questions féministes à la Fédération canadienne des sciences humaines et sociales et de ses collègues Judy Stanley et Rosemary Morgan, agente d'équité et conseillère juridique de l'ACPPU.

Les trois femmes ont consacré plusieurs mois à rassembler des données sur la situation des femmes dans le secteur de l'enseignement postsecondaire. Elles ont divulgué les résultats de leur étude au colloque du Réseau des questions féministes le 29 mai à l'Université Laval.

Mme Robbins a estimé que certains résultats étaient encourageants mais que d'autres montraient qu'il y avait encore du chemin à parcourir. « Les femmes forment près de 57 p. 100 des diplômés mais demeurent minoritaires chez les titulaires d'un doctorat », a-t-elle expliqué. « Par ailleurs, les données révèlent qu'elles sont toujours sous-représentées au sein du corps professoral. » Ainsi, seulement 26 p. 100 des professeurs canadiens, à tous les rangs, sont des femmes et près de 44 p. 100 sont des professeures de rangs inférieurs.

Le génie et les sciences sont deux disciplines où les professeures sont toujours minoritaires. Bien que le nombre de femmes titulaires d'un doctorat en génie soit passé de 3,3 p. 100 en 1972–1973 à 11,2 p. 100 en 1996–1997, leur représentation à tous les rangs n'a augmenté que de 0,94 en 1972 à 8,13 p. 100 en 1998.

En ce qui concerne l'écart entre les revenus, Mme Morgan a soutenu que les femmes demeurent perdantes mais que leur situation s'est améliorée. Selon Statistique Canada, le traitement des professeures, tous rangs confondus, se situe à 94 p. 100 de celui de leurs collègues masculins (lorsque le rang, l'âge et l'expérience sont égaux).

« Les statistiques montrent que l'équité salariale est encore à l'horizon, » a conclu Mme Morgan. La comparaison des traitements et des taux de représentation des professeures occupant des postes à temps partiel n'est pas connue (les universités ne tiennent pas toutes des dossiers à jour). Toutefois, des données non scientifiques suggèrent que les femmes demeurent majoritaires au sein de ce groupe d'universitaires le moins bien rémunéré. ■

Traduit de l'article « Women Are Being Left Behind in the Canada Research Chairs Program ».

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If you are retiring and are no longer eligible to remain a member of CAUT through your local faculty association, you may wish to join CAUT as an individual retired associate member. Associate membership keeps you connected with CAUT and provides you with an opportunity to participate in its various activities, including service on standing committees.

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NATIONAL ABORIGINAL DAY

June 21
is National Aboriginal Day, a time for all Canadians to celebrate the cultures and contributions of First Nations, Inuit and Métis peoples.

Information: www.inac.gc.ca

Share in the Celebration!

L'ex-recteur de l'Université de Toronto prône le modèle d'un marché

ROBERT Prichard, ex-recteur de l'Université de Toronto, estime que les universités devraient dépendre moins de l'État et profiter des forces du marché pour maintenir leur autonomie.

Prenant la parole à l'assemblée annuelle de la Société canadienne pour l'étude de l'enseignement supérieur, dans le cadre du 70e congrès annuel des sciences sociales et humaines à l'Université Laval, au mois de mai, M. Prichard a déclaré que les récentes tentatives des gouvernements d'imposer aux universités des indicateurs de rendement constituent, au mieux, un fardeau inutile, et, au pire, un non-respect injustifié de leur autonomie.

« Il existe un mode de pensée au gouvernement préconisant le contrôle des universités, afin de presser un peu plus le citron pour éliminer le gaspillage et l'inefficacité », a déclaré M. Prichard à un auditoire composé principalement d'universitaires. « En Ontario, nous avons sans arrêt des études qui examinent le gaspillage et l'inefficacité du système universitaire. Chaque fois, ces études concluent que la racine du problème est la nécessité d'injecter de nouveaux fonds. »

M. Prichard a soutenu que les universités devraient exiger moins de réglementation et de contrôle gouvernemental et qu'elles devraient se faire plus directement concurrence.

« Par rapport au système actuel, nous avons besoin d'un système plus axé sur le marché, déréglementé, compétitif et différencié. Tous les secteurs qui ont été déréglementés ont eu des retombées positives, encourageant la prestation de meilleurs services aux consommateurs. Ce modèle de marché procure aux universités plus de liberté, la liberté d'innover », a affirmé M. Prichard.

Il a également recommandé la déréglementation des frais de scolarité, ce qui permettrait ainsi aux administrateurs d'exiger des frais plus élevés que la limite actuelle imposée par les gouvernements provinciaux. Selon lui, les universités devraient diversifier leurs sources de financement en sollicitant plus énergiquement les donateurs du secteur privé afin de moins dépendre des subventions gouvernementales.

Une table ronde a suivi l'allocution de M. Prichard au cours de laquelle le directeur général associé de l'ACPPU, David Robinson, a fait part de sa profonde inquiétude quant à l'adoption par les universités d'un modèle axé sur les forces du marché.

Il a fait remarquer que la dépendance à l'égard du financement privé s'accompagne souvent de plus de conditions qui peuvent compromettre l'autonomie de l'université et la liberté universitaire du corps professoral.

« Il est curieux que certaines personnes veuillent la soumission des universités au marché au nom de l'autonomie », a déclaré M. Robinson. « Qu'on l'on se rappelle comment l'Université de Toronto s'est comportée lorsque la nomination du Dr David Healy a été annulée après qu'il eut critiqué les fabricants d'antidépresseurs, des sociétés qui sont également d'importants bailleurs de fonds. Je me demande ce que cet exemple révèle quant à l'autonomie de l'université ou à la liberté universitaire du Dr Healy. »

Arpi Hamalian, présidente de la Fédération québécoise des professeures et professeurs d'université et participante à la table ronde, a affirmé que les universités devaient être davantage subventionnées par les deniers publics et devaient être plus responsables devant l'intérêt public en général afin de préserver leur autonomie.

« La déréglementation de l'enseignement postsecondaire, que certaines personnes proposent, minera sérieusement la liberté universitaire », a précisé Mme Hamalian. « Nos universités ont toujours mieux réagi à l'évolution des conditions économiques et ont mieux servi une population étudiante plus nombreuse lorsque les gouvernements les finançaient suffisamment. » ■

Traduit de l'article « Toronto Ex-President Urges Adoption of 'Market Model' ».

Le CRSH rend public un rapport sur l'avenir des humanités

LE Conseil de recherches en sciences humaines a rendu public le rapport d'un groupe de travail mis sur pied il y a deux ans dans le but de recommander des moyens de consolider les travaux d'érudition et l'enseignement dans ce domaine au Canada.

Lors d'une conférence de presse tenue dans le cadre du 70e congrès annuel des sciences sociales et humaines à l'Université Laval, le président du CRSH, Marc Renaud, a déclaré que ce rapport se voulait « à la fois une prise de conscience et un appel à l'action ».

« Il est en effet essentiel que les chercheurs, les universités et le CRSH jouent un rôle de premier plan afin que la recherche dans les humanités et l'enseignement dans ces domaines soient de nouveau reconnus comme indispensables au développement d'une société informée et productive », a précisé M. Renaud.

« Le fait de comprendre l'histoire, la philosophie, les religions, les langues, la littérature et les beaux-arts contribue à l'amélioration de notre culture nationale, à la promotion d'une société civile, ainsi qu'à l'enrichissement intellectuel, mais aussi économique, de tous les Canadiens. »

Formé de huit chercheurs en humanités, le groupe de travail a été mis sur pied en 1999 afin de répondre aux inquiétudes grandissantes face aux gouvernements et aux administrateurs d'université qui ne tenaient pas compte de la valeur des sciences humaines. Le groupe a été chargé de cerner les enjeux actuels et de définir les tendances futures pour la recherche en sciences humaine et à recommander divers moyens de consolider le domaine.

Le rapport attribue aux années de compressions imposées au financement des universités et aux budgets des conseils subventionnaires les nombreux problèmes avec lesquels sont maintenant aux prises les sciences humaines, dont une baisse de 13 p. 100 des professeurs à temps plein depuis 1978.

Le groupe de travail recommande l'injection considérable de nouveaux fonds dans l'enseignement et la recherche en sciences humaines.

« Il y a cinquante ans, la Commission Massey avait recommandé d'injecter de nouveaux fonds publics pour aider à nourrir la vie culturelle du Canada », peut-on lire dans le rapport. « Le groupe de travail reconnaît lui aussi la nécessité d'accroître les fonds alloués à l'enseignement et à la recherche dans le domaine des humanités. »

Le groupe de travail recommande fortement aux administrateurs d'université de s'assurer que, durant le processus de renouvellement du corps professoral, une part équitable et proportionnelle des nominations soit allouée aux disciplines des humanités ainsi que de revoir les critères de promotion et de permanence dans les universités, afin de reconnaître et de récompenser la valeur des travaux intellectuels publics et des activités de diffusion.

« Il faut insister de nouveau, auprès d'un vaste auditoire, sur le fait que l'enseignement et la recherche dans le domaine des humanités sont essentiels au développement et au maintien d'une main-d'oeuvre bien informée et productive, ainsi qu'à la viabilité des cultures nationales et de la société civile, et à la santé des institutions démocratiques », conclut le groupe de travail dans son rapport.

M. Renaud admet que le rapport obligera le CRSH à évaluer ses politiques actuelles de soutien des sciences humaines.

Selon M. Renaud, il faudra réviser les politiques du CRSH. Le rapport sera soumis au conseil d'administration qui discutera sérieusement des mesures à prendre. ■

Le rapport du Groupe de travail sur l'avenir des humanités peut être consulté en ligne à l'adresse www.sshrc.ca.

Traduit de l'article « Winds of Change ».

Equity News

Making Room for Equity & Recognition

By E. R. ATLEO

THE following exchange took place on a wharf in Tofino, British Columbia, between a Nuu-chah-nulth teenager and a local elder. The teenager was on his way home from high school. The exchange takes place in the Nuu-chah-nulth language and is here translated into English. It is the mid 1950s.

Elder: (purposefully approaching teenager) "Who are you?"

Teenager: (suddenly frozen by the unexpected attention from a dignitary) "Richard Atleo!"

Elder: "No! No! No! Who are your parents? Whom do you belong to?"

This exchange between the elder and teenager is an example of misunderstanding that, in a post-secondary educational context, has produced an inequity in representation.

The teenager's response is derived from a colonial education system that promoted individualism and the supremacy of the European world view while the elder's query represents a very different one. Identity, for the elder, is represented by the extended family house and by its heritage to the beginning of creation. The query represents a focus upon family and community without sacrificing the value of an individual.

The representation of aboriginals by non-aboriginals, initially by anthropologists and latterly by political scientists, sometimes serves to obscure this aboriginal identity. More than this, the aboriginal voice during colonial times was not represented in either the curriculum or the faculty.

Balance & Harmony

The issue today is not about one camp being right and another camp being wrong but rather about balance and harmony.

To date, the balance has been heavily in favor of the non-aboriginal camp. It is time to strike a balance by making room, within undergraduate and graduate programs, for aboriginal representation in faculty, curricula, and administration. This 'room' will provide equity.

Equity may be defined as balance between, and harmony among, the diversities of life forms on earth. If the teenager had had access to the elder's world view in the high school curriculum there would have been less chance of a misunderstanding. There was an imbalance in the presentation of only one world view in the school curriculum, and that created a disharmony in communication.

Equity in the Classroom

Recently, in British Columbia, equity has been practiced at Malaspina University-College through the First Nations studies (FNS) department. This department has an Arts One and a BA in FNS program that is taught and administered by faculty who are, for the most part, of First Nations ancestry. The mandate for the curriculum came from First Nations leaders from throughout B.C.

While the program enables students to produce knowledge to university standards and develop analytical and other academic skills, the learning environment and pedagogy may be defined as culturally distinct.

A resident elder may open lectures, seminars, FNS ceremonial functions and departmental meetings with a prayer chant in a Coast Salish dialect. For these purposes the FNS department has purchased a rattle and two deer skin drums to accompany the prayer chants.

In addition, guest speakers of First Nations ancestry may be invited to talk about spirituality, medicine, family stories and teachings, or traditional ecological knowledge.

Measuring Success

How successful is the FNS program at Malaspina? Its qualitative success has been substantial and perhaps can be indicated by the comment of one graduating student from the FNS program who said: "Education is healing!"

This year the First Nations studies BA program will graduate 26 students that will bring the total number of graduates to 60 since this program first began four years ago.

Some of these graduates have completed Masters programs from other universities and some are continuing into PhD programs.

Observers of First Nations education may well marvel at this unusual turn of events since it signals a measure of equity that was previously thought impossible.

Just the Beginning

It appears that Malaspina is the only post-secondary institution in Canada that provides equitable representation for aboriginals at the undergraduate level. More is needed, not only at the undergraduate levels, but also, and critically, at the graduate levels.

In B.C. there is a need to have First Nations students do graduate research relating to First Nations issues surrounding governance, family, law, violence, suicide, substance abuse, fetal alcohol syndrome, economics, health, and the place of traditional practices in the modern world.

When this kind of equity becomes reality, it may become possible for non-aboriginals to recognize the original inhabitants of this country in an equitable manner.

Richard Atleo (Umeek of Ahousaht) teaches First Nations studies at Malaspina University College and is a member of CAUT's equity committee.

Equity Committee Welcomes New Member at First Meeting

CAUT's Equity Committee (left to right) Piet Defraeye, Enakshi Dua, Linda Goulet, CAUT equity officer Rosemary Morgan, Richard Atleo, Carl James, Anver Saloojee & Loretta Czernis meet face-to-face for the first time. Missing: Greg Guy.

CAUT's newly established Equity Committee held its first face-to-face meeting at Ryerson Polytechnic University in May and welcomed its newest member, Piet Defraeye, a gay activist and drama professor from the University of Alberta.

"The committee is made up of faculty association members from a variety of equity groups and will play a vital role in advising the CAUT executive on equity matters," said CAUT executive member Loretta Czernis who is also the chair of the new committee.

Professor Defraeye joins equity committee members:

Carl James – faculty of education at York University and also teaches in its school of social work. Carl works on issues of equity related to race, class, and gender and has written *Experiencing Difference* published by Fernwood Press in 2000. He has been a member of York's faculty of education equity committee since it was established.

Greg Guy – department of languages, literature and linguistics at York University. Greg's research has focused on linguistic diversity, in connection with which he has done research bearing on issues of race, class and gender in language use, linguistic prejudice and exclusionary usages of language. Greg has been a long time activist in the area of equity.

Anver Saloojee – department of politics and school of public administration at Ryerson Polytechnic University. He developed a course entitled "Issues in Equity and Human Rights." Anver has done extensive research on creating inclusive teaching and learning environments and publishes in the area of employment equity.

Richard Atleo – Umeek is his Nuu-chah-nulth name, was born into the house of Keesta. The curriculum he teaches at Malaspina University-College is First Nations studies. Richard is committed to the recognition of aboriginal people and their perspectives in education.

Linda Goulet – department of Indian education at the Saskatchewan Indian Federated College in Regina. Linda teaches a human justice class that examines institutional racism in education.

Enakshi Dua – department of sociology at Queen's University. Ena's research interests are in the areas of feminist theory and third world studies. She is also interested in post-colonial studies, critical race studies and cultural theory. She has worked on theorizing the interconnections between race and gender in the Canadian context.

Representing aboriginal people, gay, lesbian, bisexual or transgendered, people with disabilities and visible minorities, committee members will assist CAUT in addressing equity issues that are important for academic staff, notes Czernis. "We're very excited about the potential this committee brings to CAUT."■

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New Agreement at Mount Saint Vincent

On May 9, after two days of intense bargaining, Mount Saint Vincent University Faculty Association reached a tentative agreement with the university.

The three-year contract provides scale increases of an estimated 7.44 per cent – 2.5 per cent retroactive to July 1, 2000, 2 per cent July 1, 2001, and 2.14 per cent July 1, 2002.

The agreement also provides for significant structural changes on July 1, 2001 with the elimination of three steps at the lecturer and assistant ranks, four steps at the associate level, and three steps at the full professor level. In addition, the restructuring calls for increases to the floors for each rank – lecturer $3,874, assistant $3,670, associate $4,666, full $3,200 (plus an additional $500 increase in each year of the contract), and an increase in the increments for all ranks.

"While the salary settlement falls within the range established by other agreements in the province, our chief cause for satisfaction was with the structural changes we succeeded in negotiating," said faculty association president Chris Ferns.

"Our salary structure is now significantly closer to the model proposed last year at CAUT's collective bargaining conference and positions us well in securing the employer's long-stated goal of achieving regional parity by rank for its faculty – a goal which, curiously enough, five rounds of bargaining have failed to accomplish."

The agreement also includes increases to travel allowance and overload stipends, a doubling of the employer's contribution to benefits in the third year of the contract, and changes to clarify language on distance learning, intellectual property, professional development reimbursement, and parental leave provisions.

"Significant changes were also made to the appeals procedure for reappointment, tenure, and promotion," Ferns added, "reflecting the joint faculty association/management view that the existing system was proving increasingly unsatisfactory." As well, the new collective agreement introduces a provision for peer review of candidates wishing to apply for promotion to full professors on the primary grounds of teaching excellence.

The association's 140 members will vote on the new collective agreement this month. ■

Professors Sound Alarm Over Proposed Restructuring Bill in Nova Scotia

CAUT is warning that Nova Scotia's proposed Bill 20, the *Government Restructuring Act*, represents a potentially unprecedented violation of university autonomy and academic freedom.

"If it applies to universities, Bill 20 would lead to an unacceptable political influence over the work we do," said CAUT president Tom Booth.

"It would permit interference over collective bargaining and academic affairs, such as the appointment and promotion processes."

The Association of Nova Scotia University Teachers says faculty members have reason to fear the sweeping impact of provincial legislation in the works.

"The Hamm government's Bill 20 would recreate the agencies and commissions that have governed the civil service and permit Cabinet to reign in formerly independent public institutions," said association president Chris Ferns.

"Without doubt, universities are one of many targets for centralized Cabinet control."

For faculty associations, the critical provisions are those creating the new Public Service Commission. "The commission would wield significant authority in the operations of universities and in the relationships between the administration and the faculty," Ferns said.

"It could require universities to implement particular human resource management policies and programs, or unilaterally provide directions or regulate employment matters, which are now subject to collective bargaining."

CAUT says Bill 20 could have a chilling effect on professors and put academic freedom at risk. "The unprecedented government interference with recruitment, appointment and promotion would have a chilling effect on faculty and compromise their role as critical commentators on matters of public policy," Booth explained

"If universities are to promote the public interest, then university teachers must be able to teach, do research and speak out without fear of repercussions.

"This Bill should be withdrawn, or at the very least the government should make clear that the legislation will not apply to the province's universities and colleges," he added. ■

Details on Bill 20 at www.gov.ns.ca/legi/legc/bills/58th_2nd/1st_read/b020.htm.

Feds to Study Ways to Improve Research & Development

THE federal Liberal government is undertaking a sweeping study to find ways to improve Canada's research and development capacity, but sources say the initiative needs more work.

Industry Minister Brian Tobin and Human Resources Development Minister Jane Stewart are taking the lead in developing the white paper that will focus on how university and private sector research can be translated into market-oriented products and how to provide the workforce with better skills-training.

At a speech delivered in Halifax last month, Stewart said the country faces a tremendous challenge in ensuring there are enough skilled workers to meet the demand of employers.

"The quality and quantity of Canadians' skills will primarily determine Canada's future competitiveness and quality of life," she stated.

The government had intended to make the paper public this month, before Parliament adjourned for the summer, but that now appears unlikely.

The delay has led to speculation there is disagreement within the Liberal government over what mix of policies would best boost economic productivity and raise living standards.

Business lobbyists have been pressing for quicker tax write offs for investment in new machinery and technology, but social groups have been arguing for measures to help economically disadvantaged groups.

"There's a great opportunity here to bring in some policies that will make a difference," said Andrew Jackson, research director of the Canada Council on Social Development.

"Part of the skills agenda should be about trying to include relatively marginalised groups within the workforce."

It is expected the white paper will spell out in more detail the so-called "innovation agenda" in the Liberal red book of election promises last year.

The Liberals vowed to double federal spending on research and development, ensure better access to student loans, and to establish individual learning accounts to allow people to set money aside tax-free and withdraw it for education and job training.

CAUT president Tom Booth says he is worried about the direction the white paper may take.

"There's strong indication the big focus will be on commercializing university research," Booth explains. "The issue of continued underfunding of universities and colleges and accessibility to post-secondary education doesn't even appear to be on the radar screen." ■

Ottawa affiche des surplus records

Les surplus serviront uniquement à la réduction de la dette publique et au contrôle des dépenses.

GRÂCE à la croissance économique de l'exercice précédent, plus forte que prévue, le gouvernement fédéral affiche des surplus records de 15 milliards de dollars. Toutefois, selon le ministre des Finances Paul Martin, cette manne n'est pas destinée au rétablissement des infrastructures sociales du Canada.

Dans la mise à jour économique qu'il a déposée le mois dernier à Ottawa, M. Martin a annoncé que les surplus serviraient entièrement à la réduction de la dette publique et au contrôle des dépenses.

« Notre plan à long terme signifie que nous continuerons de réduire les impôts, que nous continuerons de réduire la dette et que nous continuerons de contrôler les dépenses », a déclaré M. Martin au Comité des finances de la Chambre des communes.

Pour les critiques, le versement de 15 milliards de dollars sur la dette signifie que, puisque le budget a été équilibré en 1997, plus de 80 p. 100 des dividendes fiscaux sont consacrés à la réduction de la dette. Ils enjoignent M. Martin de songer à tenir compte d'autres priorités.

« Beaucoup de besoins sociaux doivent être comblés de toute urgence », a fait remarquer le président de l'ACPPU, M. Tom Booth. « Le ministre des Finances était bien placé pour satisfaire à certains de ces besoins mais il a choisi de ne rien faire. »

M. Martin a reconnu que le Canada ressentirait le contrecoup du ralentissement actuel de l'économie américaine. Le gouvernement canadien affichera tout de même un surplus de plus de 7 milliards de dollars pour le présent exercice.

Selon M. Booth, le ministre dispose d'une grande marge de manœuvre pour accroître les dépenses des programmes sans risquer de se retrouver dans une situation déficitaire.

« Le ministre a été prompt à souligner la diminution de la dette nationale au cours des sept dernières années, qui est passée de 71 p. 100 à 53 p. 100 du PIB », a ajouté M. Booth.

« Or, dans la même période, les dépenses du fédéral dans les programmes, en proportion du PIB, ont diminué de plus de 17 p. 100 à près de 11 p. 100. Ces milliards de dollars auraient pu servir à l'éducation, à la santé et aux programmes sociaux ainsi qu'aux infrastructures de base du pays. » ■

Traduit de l'article « Ottawa Posts Record Surplus ».

U.K. Professor Resigns to Protest 'Gift'

DR. Richard Smith, editor of the British Medical Journal, has resigned from his position as professor of medical journalism at the University of Nottingham to protest the institution's links with British American Tobacco.

The university has accepted a £3.8 million donation from the tobacco company to fund an international centre for the study of corporate social responsibility.

The decision was made by readers of the journal, who were asked to vote (on http://bmj.com) whether the university should return the money and whether Smith should resign as professor of medical journalism if it didn't. Smith said he would do what readers decided.

Of 1,075 people who voted online May 4–10, 84 per cent said the university should return the money, and more than half said Smith should resign if it didn't.

Smith said the vote on whether or not he should resign was much closer because "people were divided over whether I should dissociate myself from the university or stay in position and argue my case."

In his May 16 resignation letter to Sir Colin Campbell, Nottingham's vice-chancellor, Smith describes the university's acceptance of the money as "a serious mistake" that has "damaged the university.

"I am resigning both because I said that I would do what the BMJ's readers said I should do and because I've argued so strongly that the university shouldn't have taken this money," he wrote.

Smith said that by taking money from the tobacco industry "the university debases itself. If offers the industry a respectability it doesn't deserve. Using the money to support an international centre for the study of corporate responsibility is especially unfortunate because the industry has repeatedly behaved irresponsibly."

In announcing the gift and the establishment of the new centre late last year Campbell said Nottingham was "delighted to be able to support a project that will develop understanding of what corporate social responsibility means."

But Smith says the tobacco company clearly doesn't care about "corporate responsibility" and suggests it's not likely Nottingham's new centre would undertake a study of British American Tobacco's corporate social responsibility. ■

Proposed Bicameral Funding Approach Is No Solution

Tomorrow's Cures Today? How to Reform the Health Research System

Donald R. Forsdyke. New York: Harwood Academic Publishers, 2000; 174 pp; hardcover $38 us.

By NEENA L. CHAPPELL

THIS compilation of previous publications from the 1980s and 1990s, together with some new chapters written for this book, focuses on the peer review system of grant funding by the Medical Research Council (MRC), since replaced by the Canadian Institutes of Health Research (CIHR).

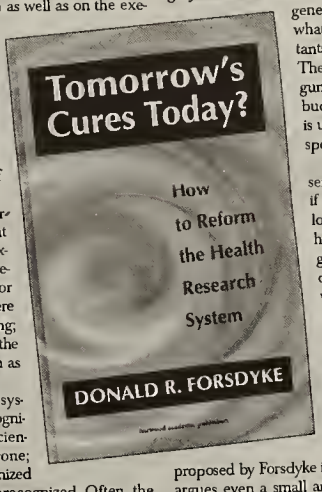
Forsdyke raises critically important issues that go to the heart of peer review and I agree with the importance which he attributes to this subject. He argues that the peer review system is seriously flawed. He does not reject peer review *per se* but offers a "bicameral" system of peer review, in which the emphasis is on past performance rather than proposed research.

In this system, one would be judged primarily on the basis of what had been achieved with available funds. Specialist financial officers would determine if the proposed budget for the new research were realistic and limited funds would be provided on a sliding basis, not only to a top per cent of those receiving a passing grade.

I agree with much of his critique of the existing system but we part ways in his recommended solution. His proposed system does not meet the criticisms which he himself lodges against the existing system.

I should note first that I am not a biomedical researcher; I am a sociologist and a social gerontologist. I have, however, sat as a member and/or chair of numerous peer review grant committees at universities, provincially, at the National Health Research and Development Program and MRC (in the 1990s after they began to broaden their definition of health). I was a member of the MRC task force in the early 1990s charged with recommending how the council should implement its decision to broaden beyond biomedical research to health research.

I subsequently sat on MRC's standing committee on education, standing committee on research and evaluation (and as such was an observer of both biomedical and 'health' review committees) as well as on the executive of the task force the federal health minister requested the president of the MRC to form on what became the CIHR and on the executive of the interim governing council of the CIHR. I am currently a member of the institute advisory board of CIHR's Institute of Healthy Aging.



Forsdyke's criticisms of peer-review are numerous: excellent researchers may not always be excellent communicators and therefore may not be able to write for science peers on committees, there is a skill required in grant writing; we need as much excellence in the design of our peer review system as we need excellence in science.

He also notes: the existing system is error-prone and our recognition both of scientists and of scientific discoveries is also error-prone; good scientists often go unrecognized and similarly good ideas go unrecognized. Often, the more creative the thinking, the less communicable it becomes; and "The dynamics of peer-resistance of novel ideas in the Victorian era may be similar to those of the present era." (p. 54)

The current system encourages safe, popular areas likely to produce publishable results in a short time, and forces them away from interfaces between the disciplines. It tends towards destructive comments rather than constructive comments; it will not fund contemplative or theoretical work, and, whether a particular proposal is funded or not depends on who reviews it.

Because we have become so specialized, we will seldom receive true "peer" review. And, partnerships with drug companies direct dollars to particular research questions, meaning there is less money available for other questions. Finally, the shift to applied research means there is less money for basic research.

All of these are good points and will get little argument from me.

It is appropriate to point out that recognition of some of these failings of peer review have been major factors in the creation of CIHR. CIHR legislation, for example, states that health research for the public good shall take precedence over private interests; the background papers written by the interim governing council note explicitly the bias of current peer review against both innovative ideas and against multidisciplinarity and argue that both must be corrected within the CIHR.

Multidisciplinarity was a criterion for some of the transitional funding as MRC was transforming into CIHR (such as the Community Alliance in Health Research and Interdisciplinary Health Research Teams competitions). Both innovation and multidisciplinarity are being considered at CIHR at the present time. Although the peer review committees have yet to be transformed, a subcommittee of the governing council is examining the issue.

Furthermore, I fail to see how Forsdyke's bicameral peer review system will address his concerns and indeed would suggest it would be even less optimal than the system we have today. The bicameral system has a major focus on "performance" rather than "promise." But, for established investigators, the current system does put a major emphasis on their past research record (this is true of both CIHR and SSHRC), and it is incorrect to suggest otherwise.

How an almost exclusive emphasis on past record could assist innovation is not clear. Indeed, the author says major diversions from what the individual has done in the past would go to a review similar to what we have today. This bicameral emphasis on past record suggests we would have even more of the same rather than more innovation. How does a de-emphasis on the proposed idea ensure more innovation?

There would also be specialist financial officers to review the budget for the proposed research – yet elsewhere the author points out that much of the budget justification we receive today is unnecessary – even generalist peers know more or less what lab assistants, research assistants, etc. cost and what they do. The author does not present an argument that currently submitted budgets are difficult to assess so it is unclear as to why we need such specialist financial officers.

Review committees at the present time assess the budget and, if found wanting, either as too low to conduct the research, they have recommended higher budgets (this happens seldom but it does happen) or as too high, in which case they cut the budget and recommend approval with a lower budget than requested (this is common). In order to fund more projects, councils have for many years, imposed additional across-the-board cuts on all projects.

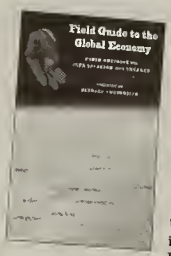
How does the sliding scale proposed by Forsdyke improve the current system? He argues even a small amount of money is better than none and that researchers will find others to make up the shortfall. But, earlier he bemoaned the shift to applied research.

While I do not support the bicameral system proposed in this book, the concerns raised are real and require redress. Without arguing that remedies are known or will be implemented, the granting councils (including CIHR) are aware of the problems and are searching for solutions. These are difficult and complex problems.

For example, multidisciplinarity is a major catch word of the day, but how many of us are asked to put our names on proposals for a show of multidisciplin-

See BICAMERAL FUNDING Page A10

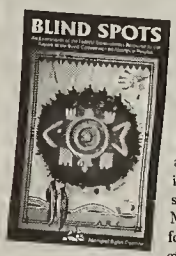
Quick Reviews



Field Guide to the Global Economy

Sarah Anderson, John Cavanagh & Thea Lee. New York: The New Press, 2000; 145 pp; paper $16.95 us.

Illustrated throughout with charts, graphs, and political cartoons, *Field Guide to the Global Economy* makes the international economy comprehensible to everyone while revealing the harmful effects of corporate-driven globalization. Published in conjunction with the Institute for Policy Studies, a Washington, D.C. - based, independent center for research and education, this book describes how the global flow of goods, services, money, and people affects communities, workers, the poor, and the environment. The *Field Guide to the Global Economy* also offers a worldwide survey of the efforts of shareholders, voters, consumers, students, workers, environmentalists, and artists, all of whom are responding to the negative impacts of globalization. Resource lists of books, periodicals, and organizations make this an action-oriented guide as well as an accessible and engaging overview of key issues.



Blind Spots

Ottawa: Aboriginal Rights Coalition, 2001; 150 pp; paper $23.95 ca.

In 1990, the Oka crisis brought the issues of Aboriginal peoples to the attention of the bewildered Canadian public on a daily basis as television reports showed unforgettable images of Mohawk warriors staring down soldiers of the Canadian armed forces. Brian Mulroney's government responded with the formation of the Royal Commission on Aboriginal Peoples, mandated to propose specific solutions to problems that have plagued the relationship between Aboriginal peoples, the Canadian government, and Canadian society. The commission's report, released in 1996, recommended hundreds of changes in Aboriginal/government relations and called for a new relationship with Aboriginal peoples based on mutual recognition, respect, sharing, and responsibility. *Blind Spots: An Examination of the Federal Government's Response to the Report of the Royal Commission on Aboriginal Peoples* reports on what has happened since the release of the commission's report, offering the perspectives of authors who scrutinize how the federal government has, or has not, implemented the recommendations of the commission. A number of topics are explored in this examination including colonialism, assimilationist policies, economic disparity, racism, treaty rights, Aboriginal self-determination, and others. This collection of essays addresses aspects of the relationship in which little has improved, areas in which "uneven progress" has been made, as well as where the federal government has failed entirely to respond to the Royal Commission's recommendations. One author even calls into question the genesis of the commission itself, and several chapters explore the international dimensions of Aboriginal title, land rights, and human rights.

Quick Reviews produced from information supplied by publishers.

Answer to Homework!

From page A3. Cordelia can assure a win as follows:

Cordelia begins by selecting 5. Suppose first of all that Kent selects some number other than 2. Then Cordelia on the third move can achieve a sum of 12, and so claim all the numbers from 1 to 6, inclusive. Kent cannot match this. Note that no sum can exceed 21, and that sums of 10 and 20 are not possible for Kent. Therefore, to claim 5, Kent must play 3 on the fourth move to achieve a sum of 15. But then, Kent cannot achieve any of the sums 8, 12, 16 and 20, and so cannot claim 4.

Now suppose Kent selects a 2. Then for her second move, Cordelia selects 1. So far, Cordelia can claim 1, 2, 4, 5, 8. Thus far, the numbers 5, 2 and 1 have been selected. To claim 2, Kent must now select an even number to get an even sum (at the end of Kent's third move, the sum, 21, is odd). If Kent selects 4, he can now claim 1, 2, 3, 4, 6, 7, 12, but then Cordelia selects 3 to get a sum of 15 and so claim altogether 1, 2, 3, 4, 5, 8, 15. Kent will never claim 5, so Cordelia wins. On the other hand, if Kent selects 6 for his second move, he makes the sum 14 and can claim 1, 2, 7. Cordelia's third move is to select 4, making a sum of 18 and so claiming all of 1, 2, 3, 4, 5, 6, 8, 9, 18. Kent cannot make a sum divisible by 4 and so Cordelia again wins.

Nouveau membre et première réunion du Comité sur l'équité

Le tout nouveau Comité sur l'équité de l'ACPPU a tenu sa première réunion en personne à la Ryerson Polytechnic University au mois de mai et a accueilli son plus récent membre, Piet Defraeye, militant homosexuel et professeur de théâtre à l'Université de l'Alberta.

« Le comité se compose de membres d'associations de professeurs appartenant à divers groupes sur l'équité et sera appelé à jouer un rôle essentiel auprès du Comité de direction de l'ACPPU en vue de le conseiller sur des questions d'équité », a déclaré Loretta Czernis, membre du Comité de direction et présidente du nouveau comité.

Le professeurs Defraeye s'ajoute aux membres suivants :

Carl James — Il enseigne à la faculté des sciences de l'éducation et à l'école de travail social de l'Université York. Carl s'occupe de questions d'équité spécifiques aux races, aux classes sociales et aux sexes. Il est l'auteur de *Experiencing Difference*, un ouvrage publié par Fernwood Press en 2000. Carl est membre du comité sur l'équité de la faculté d'éducation de l'Université York depuis sa mise sur pied.

Greg Guy — Il est professeur au département des langues, de littérature et de linguistique de l'Université York. Ses recherches sont axées sur la diversité linguistique, ce qui l'a amené à faire des recherches sur des questions spécifiques aux races, aux classes sociales et aux sexes dans l'usage de la langue, aux préjugés linguistiques et aux usages d'exclusion de la langue. Greg est militant de longue date en matière d'équité.

Anver Saloojee — Il est professeur au département de politique et à l'école d'administration publique de la Ryerson Polytechnic University. Il a créé un cours intitulé « Issues in Equity and Human Rights » (enjeux de l'équité et des droits humains). Anver a fait des recherches approfondies sur la création de milieux d'enseignement et d'apprentissage inclusifs. Il publie des travaux dans le domaine de l'équité en matière d'emploi.

Richard Atleo — Il s'appelle Umeek dans la langue Nuu-Chah-Nulth. Il est né dans la maison de Keesta. Il enseigne au Malaspina University College et son programme d'études porte sur les premières nations. Richard s'emploie à faire reconnaître les peuples autochtones et leurs perspectives dans le domaine de l'éducation.

Linda Goulet — Elle est professeure agrégée au département des études autochtones au Saskatchewan Indian Federated College de Regina. Elle donne un cours de formation en justice qui examine le racisme institutionnel dans le domaine de l'éducation.

Enakshi Dua — Elle enseigne au département de sociologie de l'Université Queen's. Ses intérêts en recherche portent sur la théorie féministe et les études du tiers monde. Elle s'intéresse également aux études postcoloniales, aux études critiques raciales et à la théorie culturelle. Elle a travaillé à établir une théorie sur les interconnexions entre les races et les sexes dans le contexte canadien.

Les membres du comité, qui représentent les autochtones, les homosexuels, les lesbiennes, les bisexuels et les non-conformistes sexuels, les personnes handicapées et les minorités visibles, aideront le Comité de direction et l'ACPPU à traiter de questions reliées à l'équité qui sont importantes pour le corps universitaire, a ajouté M^me^ Czernis. « Nous sommes très enthousiasmés par toutes les possibilités que le comité offre à l'ACPPU ». ■

Traduit de l'article « Equity Committee Welcomes New Member at First Meeting ».

Conclusion d'ententes de réciprocité

L'ACPPU a signé des ententes de réciprocité avec ses homologues d'Australie, de Nouvelle-Zélande et de la République d'Irlande qui permettent aux membres individuels affiliés, travaillant temporairement dans ces pays, d'être membres particuliers de l'organisme d'accueil.

Approuvées par le Conseil de l'ACPPU à l'assemblée d'avril, les ententes ont été conclues avec la Irish Federation of University Teachers, l'Association of University Staff of New Zealand et le National Tertiary Education Union.

Les professeurs invités qui travaillent temporairement, participent à un échange ou sont en congé sabbatique en République d'Irlande (jusqu'à deux ans), en Australie ou en Nouvelle-Zélande pour une période d'au plus douze mois, auront droit aux avantages découlant de l'adhésion à l'organisme d'accueil, à condition d'avoir prouvé qu'ils sont membres en règle de leur association locale.

Les avantages du statut de membre particulier ou associé comprennent des rabais négociés par l'organisme d'accueil pour ses membres et peuvent comporter une aide syndicale le cas échéant.

Les membres de l'ACPPU qui prévoient accepter un poste dans ces pays devraient communiquer avec leur association locale qui en informera l'ACPPU à son tour. ■

Traduit de l'article « New Agreements Signed with IFUT, AUSNZ & NTEU ».

L'ANSUT devient membre de l'ACPPU

L'Association of Nova Scotia University Teachers, une fédération provinciale représentant les associations de professeurs de l'Acadia University, de l'Atlantic School of Theology, de Mount Saint Vincent University, du Nova Scotia College of Art and Design, de Saint Francis Xavier University, du University College of Cape Breton et de l'Université Sainte-Anne, a été accueillie à titre de membre de l'ACPPU.

« Nous sommes ravis d'admettre l'association de la Nouvelle-Écosse comme membre provincial affilié », a déclaré le président de l'ACPPU, Tom Booth. « L'ANSUT est une jeune association, mais elle a déjà réussi à s'imposer dans ses efforts de lobbying sur des questions touchant ses membres. L'association apportera une contribution inestimable à l'ACPPU. »

Les associations de professeurs des universités de Colombie-Britannique, de l'Alberta, du Manitoba, de l'Ontario et du Nouveau-Brunswick sont représentées par des fédérations provinciales membres de l'ACPPU. ■

Traduit de l'article « ANSUT joins CAUT ».

Bicameral Funding Approach Is No Solution

From PAGE A9

narity and then are provided segregated funds to do our disciplinary research or worse, are not involved once the project is funded?

Co-investigator status means little in these situations. How do you find true peers when trying to assess multidisciplinary proposals? One strategy that has sometimes been used to ensure "true" peer review is to link in an expert by conference call for that proposal only. How do we predict today, what will be important in the future? One current direction of funding agencies is an emphasis on relevance — and then they are criticized for shortsightedness.

The danger, of course, is that basic investigator-initiated research receives short shrift. Many, including Forsdyke, criticize this direction. In sum, the issues raised in this book are important, indeed critical. Unfortunately, the author, like others, has not found the solution to them. ■

Neena L. Chappell is professor of sociology and director of the Centre on Aging at the University of Victoria.

Newsline

NUCAUT Applies for CLC Membership

The Executive Council of the Canadian Labour Congress has given CLC president, Ken Georgetti, authority to grant affiliation to the National Union of the Canadian Association of University Teachers (NUCAUT), representing 11 CAUT-affiliated associations, with almost 10,000 members. Georgetti told the Executive Council that bringing university faculty members into the CLC was an progressive new development. The local faculty associations and organizations from seven provinces which form the initial membership of NUCAUT are Memorial, Cape Breton, Mount St. Vincent, Mount Allison, York, Windsor, Algoma, Laurentian, Winnipeg, Athabasca and CIEA/BC. "All are excited about the prospect of joining the CLC and having the opportunity of joining provincial federations of labour and local labour councils," said CAUT executive director Jim Turk. "Over the next six months, we hope that a number of other local associations will be joining NUCAUT." Modeled on the structure of the CAUT Defence Fund, membership in the new organization is only open to members of CAUT.

Ontario Funding Falls Short

The Conservative government of Ontario will be increasing post-secondary operating grants by an estimated $293 million by 2004, but the Ontario Confederation of University Faculty Associations says once anticipated enrollment increases are taken into account the funding boost remains woefully inadequate. "A government report warned that close to $500 million will be needed just to meet the growth in demand," said OCUFA president Henry Jacek.

Members Step in to Fund Legal Collective

CAUT Council directed the Executive Committee to make a generous donation to the legal defence fund of the Quebec Legal Collective, a group providing legal services to people arrested in Quebec City during the Summit of the Americas earlier this year. Delegates also passed a resolution protesting the violation of constitutional rights and freedoms of those participating in anti-FTAA activities during the Summit. CAUT has donated $5,000 to the collective, matched by an additional $5,000 from the CAUT Civil Liberties Defence Fund. By the following month, CAUT local associations had donated more than an additional $7,000 to the CAUT Civil Liberties Defence Fund earmarked for the Quebec legal defence fund. "The donations are arriving almost daily," said CAUT president Tom Booth. "Clearly, our members are rallying in defence of civil liberties and the right of freedom of expression."

Mt. Allison Professor Turns Down Emeritus

George De Benedetti, retired professor of economics at Mount Allison University, has turned down an appointment as professor emeritus to protest the university's treatment of a former colleague. "While I am honoured to have been recognized in this way by the senate and the board of regents, I must postpone my acceptance until the board acts on the recommendation of the senate to confer this same recognition on Professor Michael Thorpe," said De Benedetti. In 1998, Thorpe was recommended unanimously for the honorary title by the university's senate, but the board of regents rejected the recommendation. He attributes the board's opposition to his very public criticism of the administration — particularly outgoing president Ian Newbould. Thorpe had a distinguished career at Mount Allison and was internationally recognized for his scholarly and creative work. "No such recommendation by senate had ever been rejected by a board of regents at Mount Allison," De Benedetti said. The senate has recommended the honorary title for Thorpe four times since 1998. De Benedetti, former president of the Mount Allison Faculty Association, is the second faculty member to refuse the honorary title in as many years. Dr. Charles Scobie, a distinguished retired professor of religious studies, refused his appointment in 1999, citing the board's treatment of Professor Thorpe. CAUT's Academic Freedom and Tenure Committee launched an investigation into the Thorpe affair in 1999.

Record Tuition Hike at Saskatchewan

Students at the University of Saskatchewan are facing a record 15 per cent fee hike over the next two years, the board of governors has announced. Tuition for most programs at the university will increase by 15 per cent, but students in the pharmacy and nutrition programs will have their fees rise by 28 per cent and 40 per cent respectively. The administration says the higher fees for these programs reflect the higher "delivery costs." University president Peter McKinnon claimed the fee increase was necessary to make up for provincial funding shortfalls. "We need to have a source of revenue that is reasonably consistent," said McKinnon. "Having students pay a greater share of the cost is the best way to sustain — or even advance — the reputation of the university." Students' union president Janelle Hutchinson is warning the higher costs will hurt students by driving up already high student debt loads and says many local students may even consider studying outside of the province. Following on the heels of the Saskatchewan increase, the University of Regina's board of governors approved a tuition increase of about nine per cent in its 2001–2002 budget.

Survey Finds Majority Willing to Pay Higher Taxes for School

THE proportion of Ontarians willing to pay more taxes to support education spending has reached an all-time high, according to the latest survey of public attitudes toward education in the province conducted by the Ontario Institute for Studies in Education.

The survey found that more Ontarians support paying higher taxes if that translates into higher spending on education than those who are opposed, 52 per cent versus 45 per cent.

"People are prepared to put their money where their mouth is," the study's authors state. "Comparable surveys in other countries suggest recent increases in personal willingness to pay more taxes for education as cutbacks in services have been directly experienced."

The survey also asked Ontarians to assess the personal financial costs of attending university or college today. A large majority – 80 per cent of all respondents – believe that the costs of attending university are too high. Just under 60 per cent think the costs of college are too high.

"There is now a widespread consensus among nearly all social groups that the personal financial costs of attending either university or college are too high," the report concludes. "According to various measures of accessibility, Ontario now has one of the lowest rankings in Canada. Current public opinion appears to be expressing great concern about this situation."

The OISE study is just the latest in a series of surveys indicating growing public support for more public investment in higher education. Earlier in May, an Ipsos-Reid survey commissioned by a coalition of teacher and student groups in Ontario found that 70 per cent of Ontarians are concerned their children will not be able to attend college or university for financial reasons. Of these, 43 per cent said they were very concerned. Fear that their sons and daughters may not be able to get a post-secondary degree is "the overriding reason they are concerned," said Henry Mandelbaum, executive director of the Ontario Confederation of University Faculty Associations, one of the groups that commissioned the poll.

Mandelbaum noted that tuition fees have risen 60 per cent since the Tories were elected in Ontario in 1995.

He added the survey also found most Ontarians do not think the government's plans to introduce private universities will solve the problem.

"The indication is the public doesn't support private universities," Mandelbaum stated. "What they want is public reinvestment."

The two Ontario polls are consistent with the results of a national Decima poll commissioned by CAUT in March which found strong public support for increased public spending on universities and colleges. ■

Committee of Inquiry Started in Noble Case

☞ From PAGE A1

"I have remained silent until now in the hope that the university's procedures would result in a satisfactory resolution of the process," states Armstrong. "The central contention of Waterhouse's memo is that the search process is void because the humanities department violated university appointment procedures. This is false. From the beginning of the search last September, the search committee and the department conducted a transparent and scrupulous process in close consultation with the Dean of Arts, John Pierce, and in accordance with the university's hiring policy for endowed chairs as it was interpreted for us by the administration."

Armstrong also disputed claims that equity guidelines were not followed.

Armstrong also disputed the vice-president's claims that equity guidelines were not followed in the hiring process, noting that five of the 20 candidates on the original list were "women or members of visible minorities." He added that the subsequent four-person short list was approved by the dean of arts, "who assured the chair that equity rules had been met."

In late May, SFU's administration announced it had named Lyman Robinson, associate vice-president of legal affairs at the University of Victoria, as an independent reviewer to look into the facts of the case and to prepare a report for president Stevenson. ■

Ottawa prévoit un livre blanc sur la recherche et sur le développement

LE gouvernement libéral fédéral entreprend une vaste étude en vue de trouver des solutions pour améliorer la capacité de recherche et de développement du Canada. Selon nos sources, cependant, le projet aurait besoin d'être approfondi.

Le ministre de l'Industrie Brian Tobin et la ministre du Développement des ressources humaines Jane Stewart prennent les rênes de l'élaboration du livre blanc. L'étude examinera comment les résultats de la recherche universitaire et du secteur privé peuvent être transformés en produits mercatisés et comment former la main-d'œuvre pour qu'elle acquiert de meilleures compétences.

Dans l'allocution qu'elle a prononcée à Halifax le mois dernier, Mme Stewart a déclaré que le pays devait relever un formidable défi en veillant à ce qu'il y ait suffisamment de travailleuses et de travailleurs compétents pour répondre à la demande des employeurs. « La qualité et le nombre de Canadiennes et de Canadiens compétents détermineront surtout la compétitivité et la qualité de vie futures du Canada », a-t-elle soutenu.

Le gouvernement avait l'intention de rendre le livre blanc public ce mois-ci, avant l'ajournement des deux chambres pour l'été, ce qui semble maintenant peu probable. Ce retard a alimenté les rumeurs sur un désaccord au sein du gouvernement libéral quant à la combinaison de politiques qui réussirait le mieux à accroître la productivité économique et à hausser le niveau de vie.

Les lobbyistes du milieu des affaires exercent des pressions en faveur de déductions fiscales plus rapides pour l'investissement dans de nouvelles machineries et de nouvelles technologies. Les groupes sociaux, quant à eux, prônent des mesures qui viendraient en aide aux démunis.

Selon Andrew Jackson, directeur de la recherche du Conseil canadien de développement social, l'occasion est idéale pour implanter de nouvelles politiques qui feront une différence. « Une partie du projet sur les compétences devrait également inclure les groupes relativement marginalisés de la population active. »

On s'attend à ce que le livre blanc explique davantage les soi-disant enjeux en innovation promis dans le Livre rouge des Libéraux l'année dernière. Les Libéraux ont juré de doubler les dépenses du fédéral dans la recherche et le développement, d'améliorer l'accès aux prêts étudiants et de créer un régime enregistré d'apprentissage personnel permettant aux gens d'épargner des sommes exemptes d'impôt et de les retirer pour poursuivre des études ou pour suivre une formation professionnelle.

Le prêsident de l'ACPPU, Tom Booth, s'inquiète de l'orientation que le livre blanc pourrait prendre. « Tout porte à croire que l'accent sera surtout mis sur la commercialisation des résultats de la recherche universitaire », explique-t-il. « Le sous-financement permanent des universités et des collèges et l'accessibilité de l'enseignement postsecondaire ne semblent même pas être à l'ordre du jour. » ■

Traduit de l'article « Feds to Study Ways to Improve Research & Development ».

Le Conseil en bref

Le Conseil condamne le statut de l'institut DeVry

Lors de l'assemblée du mois d'avril, les délégués du Conseil de l'ACPPU ont adopté une motion condamnant la décision sans précédent du gouvernement de l'Alberta d'accorder au DeVry Institute of Technology, une société américaine à but lucratif, le droit de conférer des grades universitaires. Cette décision entraîne la création de la première université à but lucratif au Canada. Le prêsident de l'ACPPU, Tom Booth, a écrit au premier ministre Ralph Klein et au ministre de la formation Lyle Oberg, pour leur faire part de l'opposition de l'ACPPU à cette décision dont la portée peut être considérable en raison des obligations auxquelles le Canada est assujetti en vertu des accords commerciaux. M. Booth a également précisé que, malgré les assurances du gouvernement de l'Alberta, l'institut DeVry bénéficierait de subventions. L'ACPPU a demandé au gouvernement de l'Alberta de reconsidérer sa décision.

Adoption d'une motion pour le financement public

Les délégués de la 50e assemblée du Conseil ont voté massivement en faveur de l'adoption d'une résolution sur les activités commerciales et financées par le secteur privé dans les établissements d'enseignement postsecondaire publics. La motion confirme que l'ACPPU appuie et défend un système d'enseignement postsecondaire sous régie publique et principalement financé par l'État. L'ACPPU s'oppose à ce que les sources de financement privé remplacent celles du secteur public et s'emploiera activement à obtenir un financement public suffisant. Dans le cas des établissements d'enseignement postsecondaire et de leurs constituantes qui choisissent une participation financière du secteur privé, il est alors impérieux de sélectionner cette participation à l'aide de lignes directrices qui protègent l'intégrité des établissements publics et de la liberté universitaire. Les lignes directrices devraient garantir que les rapports avec les bailleurs de fonds privés ne minent pas la primauté du bien commun dans l'enseignement postsecondaire. Au cours des prochains mois, l'ACPPU rédigera des lignes directrices pour l'évaluation de la participation financière du secteur privé qui tiennent compte de la nécessité d'avoir des politiques et des procédures régissant les ententes de financement avec le secteur privé, du respect des conventions collectives en vigueur, de l'intégrité pédagogique, de l'obligation de rendre compte, de l'intégrité de la direction, des questions éthiques, de l'équité et de la globalité, des priorités financières et de la gestion responsable des finances, et de la recherche.

Le Conseil fête le 50e anniversaire de l'ACPPU

L'ACPPU a marqué le 50e anniversaire de sa fondation, en 1951, en organisant des activités spéciales à l'occasion de la 50e assemblée du Conseil, au mois d'avril. Pour la circonstance, les ex-présidents Howard McCurdy (1966–1968), Ken McGovern (1982–1983), Pamela Smith (1988–1990), *William Bruneau (1996–1998)*, et l'ex-directeur général Donald Savage (1973–1998) ont été invités à agrémenter les célébrations par une allocution. Les délégués ont assisté au dévoilement de la bannière de l'ACPPU, créée pour le 50e anniversaire et décrivant le travail des membres de l'ACPPU. La bannière est une création des artistes Carole Conde et Karl Beveridge. Les membres et les invités ont ensuite été conviés au Cercle national des journalistes pour un dîner animé et divertissant et pour écouter les conférenciers invités, Michael Conlon, président national de la Fédération canadienne des étudiantes et des étudiants, et Jan Eastman, représentante de l'Amérique du Nord au conseil de l'Internationale de l'éducation.

Dévoilement de la bannière du cinquantenaire de l'ACPPU (le panneau central ci-dessus), création des artistes Carole Conde et Karl Beveridge, le 26 avril.

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ACCOUNTING

UNIVERSITY OF WESTERN ONTARIO — The Administrative and Commercial Studies Program invites applications for two limited- term appointments at the rank of Lecturer, or Assistant Professor (PhD required.) The successful candidates will be expected to teach courses in Accounting/Finance. Candidates must possess a recognized accounting designation (CA, CMA, or CGA). Preference will be given to candidates with post-graduate education (MA, MSc, MBA, PhD) and previous teaching experience. Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. A curriculum vitae (including the names of three references), and evidence of teaching proficiency should be forwarded to: Dr. W. E. Hewitt, Director, Bachelor of Administrative and Commercial Studies Program, Dean's Office, Social Science, The University of Western Ontario, N6A 5C2. The deadline for receipt of applications is 5 July 2001. Positions are subject to budgetary approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ANESTHESIOLOGISTS

THE UNIVERSITY OF ALBERTA — The Department of Anesthesiology and Pain Medicine has a full time academic position available in the Assistant and Associate Professor level. Applicants will have an MD or equivalent degree, will have passed either the Anesthesiology specialty exams of the Royal College of Physicians and Surgeons of Canada, the examination of the American Board of Anesthesiology, or equivalent, and will have completed a fellowship in an academic institution following residency. Teaching and research experience beyond fellowship are desirable. Candidates must demonstrate a commitment to academic anesthesiology through scholarly publications or proficiency in an area of clinical or basic research. Rank and income will be commensurate with training and experience and the successful applicant will have protected time for academic activities. Applicants with a mainly research interest will be able to apply to the Alberta Heritage Foundation for Medical Research which offers unique opportunities for the development of a clinical investigator career. A clinical faculty position is also available for an anesthesiologist with Post-Fellowship training in Pediatric Anesthesiology to establish a private practice in Edmonton with involvement in teaching and clinical research. The University of Alberta provides an active and stimulating environment with excellent basic science facilities. Successful candidates for the full time academic positions will be situated at the Walter C. Mackenzie Health and Sciences Centre, a state-of-the-art tertiary care and academic centre acting as the major referral center for Northern Alberta, the Northwest Territories and parts of northeastern British Columbia with a population of over one million people. The Walter C. Mackenzie Health Sciences Centre houses the Stollery Children's Health Centre, the primary pediatric referral centre. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested applicants are asked to forward a CV and the names and addresses of three references by October 1, 2001 to: Barry A. Finegan, MB, FFARCS(I), FRCPC, Professor and Chair, Department of Anesthesiology & Pain Medicine, 382.32 Walter C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

APPLIED MATHEMATICS

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Applied Mathematics invites applications for a tenured position at the rank of Full Professor commencing September 1, 2001. This position involves the potential for an Associate Member relationship with Perimeter Institute for Theoretical Physics in Waterloo, Ontario. The Department is seeking an internationally recognized quantum field theorist with a demonstrable record of excellence and impact in research. A successful candidate should have international experience at premier research institutions as well as a proven record in attracting substantial research funding and successful Graduate and Post Doctoral student supervision. The candidate should also be a contributor to recent developments in superstring physics and have fundamental physics interests which resonate with Perimeter Institute's areas of research concentration in string theory, elementary particles and fields, quantum gravity, and cosmology. The position will entail active research collaboration within the high energy theory group at The University of Western Ontario as well as with researchers at nearby Perimeter Institute plus active participation in the general departmental activities including teaching at the graduate and undergraduate level. Applications are being considered on an ongoing basis until July 31, 2001 and should be forwarded to: Dr. Paul Sullivan, Chair, Department of Applied Mathematics, The University of Western Ontario, London, Canada N6A 5B7, Email: pjsul@uwo.ca. Telephone: (519) 661-3648. Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

APPLIED SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Applied Science. Over the next few years, the University of British Columbia will be appointing a number of individuals to Canada Research Chairs. These Chairs will be associated with nine research clusters that have been identified by the University and that will transcend disciplinary boundaries. A number of the Chairs are expected to be in engineering and to be appointments in the Faculty of Applied Science. These are expected to be associated with the cluster in Microelectronics and Information and Communications Technologies, and the cluster in Sustainability/Environment, which includes resource development, impacts on the environment, and environmental effects such as those due to natural hazards. Applications and expressions of interest from outstanding candidates, at either the junior or senior levels, in areas of engineering relevant to these two clusters are invited. Candidates must demonstrate exceptional research potential and teaching abilities. The appointments will be made at either the Assistant, Associate, or Full Professor levels, depending on qualifications and experience. Successful candidates will be expected to hold a PhD in engineering, and to have or seek registration as Professional Engineers in British Columbia. Experience in industry is preferred, but not essential. They will be expected to participate in undergraduate and graduate teaching and the supervision of graduate students, and to develop strong externally funded research programs. Additional information about the Faculty and its six engineering departments are available at www.apsc.ubc.ca, an overview of the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers; and information on the Canada Research Chairs Program is available at www.chairs.gc.ca. Applications should include a detailed curriculum vita, a statement (1 – 2 pages) describing research and teaching interests, and

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Memorial
University of Newfoundland

Associate Dean
Division of Basic Medical Sciences

The Associate dean of Basic Medical Sciences oversees the activities of the Division of Basic Medical Sciences in the manner of a Division Head. The Associate Dean represents the Basic Medical Sciences faculty in their dealings with the Dean of Medicine and with other units of the University. The Associate Dean should be active in research and at the same time work to promote the interests of the Division by addressing needs for funds, physical space, and faculty, and generally facilitate the work of the Division by addressing needs for funds, physical space, and faculty, and generally facilitate the work of the Division members.

The Division includes 34 full time faculty and is presently undergoing a phase of active recruitment. The Division is organized on a non-departmental basis, and has research strengths and graduate programs in four areas: Cancer, Cardiovascular System, Immunology, and Neuroscience. Applicants are not limited to these areas. The Basic Medical Sciences Division is part of the Faculty of Medicine, located in the Health Sciences Centre on the University campus. Memorial University is the largest university in Atlantic Canada, and is currently hiring faculty in a number of faculties and departments. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate, graduate, and professional programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Further information on Memorial University and the Faculty of Medicine can be found on their respective web sites (www.mun.ca and www.med.mun.ca).

The successful applicant will have an established reputation in research, demonstrated leadership capability, and a commitment to support teaching at the undergraduate and graduate levels. Applications should include a detailed curriculum vitae, a statement of research interests, and the names of three referees. Applications should be sent to:

Dr. Bruce Van Vliet, Chair
Search Committee for Associate Dean
Basic Medical Sciences
Faculty of Medicine, Health Sciences Centre
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1B 3V6
Email: vanvliet@mun.ca
Fax: (709) 777-7010.

Application review will begin **August 1st, 2001**. Memorial University is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Schulich School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
Entrepreneurial Studies

The Schulich School of Business at York University in Toronto, Canada, invites applications for a **tenure-stream opening** for the rank of **Assistant or Associate Professor** in the School's **Entrepreneurial Studies Program, commencing July 1, 2001.**

Preferred candidates will be qualified to teach in PhD, Masters and Undergraduate programs and be committed to scholarly research and publication.

Entrepreneurial Studies is administratively located within the Policy Division at Schulich. A background in Strategy would be an asset.

Preferred candidates will:
- possess a completed doctorate, or be close to completion
- provide evidence of effective teaching
- have a commitment to scholarly research and publication
- be willing to teach at both undergraduate and graduate levels

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

Please send curriculum vitae to:

Rein Peterson
Professor of Policy &
Director of Entrepreneurial Studies
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
Canada M3J 1P3
www.schulich.yorku.ca

MALASPINA
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Malaspina University-College, on beautiful Vancouver Island, offers a comprehensive range of Academic, Applied, Career/Technology and Upgrading programs and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in ongoing scholarly activities in their field.

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Dean of Student Services & Instruction

Comp. 01-1003 closes 1 pm, July 27, 2001

For full details, please click **Employment Opportunities** on the Malaspina University-College website www.mala.bc.ca, or call the 24-hr. job-line, **(250) 741-2562.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Malaspina University College

Nanaimo Campus
900 Fifth Street, Nanaimo, BC V9R 5S5

WWW.MALA.BC.CA

Western

The University of Western Ontario

Canada Research Chair Tier I Macroeconomics

Candidates must be scholars of international reputation in the area of Macroeconomics. Appointment is conditional on the successful applicant being approved as a Tier I Canada Research Chair. The position is open to both Canadians and non-Canadians. Appointments will be made at the rank of Associate Professor or Professor. An appointment at the rank of Associate Professor will be tenure track or tenured. An appointment at the rank of Professor will be made with tenure. While the successful candidate will be expected to teach at the graduate and undergraduate levels, the appointment will be focused on research. Fully competitive salary and other conditions.

Applicants should write to the: **Chair, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2,** enclosing their curriculum vitae and should arrange for three letters of reference to be submitted. Appointments effective **January 1, 2002** but an alternate date may be arranged. Position is subject to budget approval. Closing date for receipt of applications is **November 1, 2001.**

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

the names and contact details of four referees There is no deadline for applications, Available positions will be developed and filled as outstanding candidates are identified. Applications and expressions of interest should be directed in confidence to the relevant Department Head (see www.apsc.ubc.ca/careers). The positions are subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity All qualified persons are encouraged to apply

BIOCHEMISTRY

McGILL UNIVERSITY — Department of Biochemistry. We invite applicants for position of Research Associate at the Department of Biochemistry, McGill University. Candidates must have a background in biology, been awarded a PhD degree at least 4 years ago and possess research experience in lectin purification and characterization, haemagglutination, radiolabeling, tagging with fluorescence substances, electrophoresis, gel chromatography, amino acid and carbohydrate analysis, enzyme assay, Scatchard analysis, de novo synthesis, raising of antibody, radioimmunoassay, immunoelectrophoresis, western blot analysis, histochemistry, immunohistochemistry, extensive in vivo work and animal handling, tissue culture, in vitro maturation and fertilization of oocytes, hormone treatment of animals, DNA, RNA and protein purification and characterization, gel shift assays, FRET assays and eukaryotic translation. Candidates must possess teaching experience of undergraduate students (3 years minimum). Applicants should submit a curriculum vitae, bibliography, a brief (up to 500 words) description of research interests and arrange to have 3 letters of recommendation sent to Dr. Jerry Pelletier, McIntyre Medical Sciences Building, Room 811, 3655 Promenade Sir William Osler, Montreal, Quebec, Canada H3G 1Y6 The post is for 3 years, starting December 2001, and offers a starting salary of Cdn $ 30,000 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada McGill University is committed to equity in employment.

BIOLOGICAL SCIENCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — is instituting two tenure-track positions to be held jointly between the Departments of Biochemistry and Biology, one in Prokaryotic and/or Eukaryotic Gene Regulation, the other in Comparative Animal Physiology. The appointments will be for September 1st, 2001, or as soon as possible thereafter and are subject to budgetary approval. Review of applications will begin June 30, 2001. The two Departments expect these joint appointments to strengthen and expand their cooperation in cell and molecular biology as well as departmental strengths in physiology and developmental biology. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. The Department of

Assistant Director
CIHR's Institute of Gender & Health

CIHR's Institute of Gender and Health is seeking an:
Assistant Director

Reporting to the Scientific Director of the CIHR Institute of Gender and Health, the Assistant Director will work collaboratively as a key member of the Institute team, will supervise staff, and will liaise with the CIHR secretariat located in Ottawa. The Assistant Director will provide administrative leadership and assist the Scientific Director and the CIHR Institute Advisory Board to develop and carry out a strategic program of research, communication, and evaluation. She/he will help develop short term and long term plans and strategies for the Institute in accordance with its mandate. The Assistant Director will be an employee of the University of Alberta and will have responsibility for management of the local CIHR-IGH office facilities and the staff at the University of Alberta.

The Assistant Director will have a doctoral degree in a relevant field. He/she will also have related research experience including project management within health-related research networks, or collaboratively funded grants programs, involving complex relationships with diverse stakeholders. She/he must possess superlative written and oral communication skills, including experience in preparation of health-related reports and publications. Fluency in both official languages is strongly preferred. Excellent interpersonal, organizational, presentation, synthesis, and research skills are essential.

The salary range is $54,000 - $77,000 per annum. This is a term position until June 2004, with possibility of renewal. We invite you to forward your CV by **June 30, 2001.**

Dr. Miriam Stewart
Scientific Director
CIHR Institute of Gender and Health
5-22 University Extension Centre
8303 -112 Street, Edmonton, AB T6G 2T4
Phone: (780) 492-8031
Fax: (780) 492-8045
Email: Miriam.stewart@ualberta.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CIHR IRSC
Canadian Institutes of Health Research

Simon Fraser University
Tenure-Track Faculty Position
Avian Population Biology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Avian Population Biology. We seek an individual working in any area of avian population biology to complement the existing strengths of the Center for Wildlife Ecology (http://www.sfu.ca/biology/wildberg/index.html). Given the mandate of the Center, we will consider evidence of willingness and ability to work with government agencies, and an interest in the application of research to conservation and management issues. The successful candidate will pursue a vigorous, externally funded research program, train graduate students, and carry a regular teaching load. The appointment can be made at any rank, contingent on appropriate experience. Minimally, a PhD degree is required, and appropriate post-doctoral experience is preferred. Applicants should send, no later than **August 1, 2001**, a Curriculum Vitae, representative reprints, a one-page summary of their research objectives, and three letters of reference to:

Dr. Norbert H. Haunerland, Chair
Department of Biological Sciences
Simon Fraser University
8888 University Blvd.
Burnaby, B.C. V5A 1S6 Canada
Fax. 604 291 4312

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Vice President (Research and International Relations)

Memorial University of Newfoundland, the largest university in Atlantic Canada and one of the most important research facilities in the region, is seeking a Vice-President (Research and International Relations). Founded in 1925, the University has two Newfoundland campus locations (St. John's and Sir Wilfred Grenfell College in Corner Brook) situated in close proximity to pristine forests, lakes, and shorelines. Memorial University is recognized for outstanding research in a broad range of academic disciplines, including research in fisheries and oceans. The University offers comprehensive undergraduate and graduate programs to 16,000 full-time and part-time students in six Faculties (Arts, Business Administration, Education, Engineering and Applied Science, Medicine, and Science) and seven Schools. Approximately 900 faculty and 1,400 non-academic staff contribute to the research and teaching activities of this vibrant institution. Memorial has an operating budget of approximately $170 million.

Reporting to the President and Vice-Chancellor, the Vice-President (Research and International Relations) works closely with members of the University and its officers:

- Guiding the University's research and international activities;
- Shaping and administering research policy;
- Supporting pure, applied and interdisciplinary research throughout the University;
- Assisting members of the University to achieve their research aspirations;
- Facilitating collaboration with other universities and research institutions, governmental agencies and industry in Canada and abroad;
- Ensuring Memorial's competitiveness in research funding competitions.

The successful candidate will have academic qualifications and achievements appropriate to the Office of the Vice-President (Research and International Relations). The candidate will have a record of innovation in developing research strategies, promoting research, and building strong teams involving universities and other research organizations. He or she will value all areas of research, scholarship and creative or professional activities and excels in working cooperatively with members of the research community, granting councils, government, and industry. The successful candidate will be an excellent communicator who encourages creativity and who helps the University community to achieve its research goals.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

The search committee will begin reviewing applications during the first week of August. Please respond in complete confidence to: the Landmark Consulting Group Inc., 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or email to resumes@landmarkconsulting.org

LANDMARK CONSULTING GROUP INC.
Executive Search Consultants

McGill

Scientists/Clinician-Scientists
Faculty of Dentistry

The Faculty of Dentistry at McGill University is inviting scientists and clinician-scientists to apply for positions at all academic levels. Outstanding applicants will be considered for the Canada Research Chairs program. Successful candidates are expected to establish independent research programs in basic and/or clinical sciences, contribute to multidisciplinary research initiatives, and teach. Major areas of research include Craniofacial and Developmental Biology; Epidemiology and Population Health; Mineralized Tissues; Neurosciences; Oncology; Biomaterials and biocompatibility.

Applications must include a cover letter, a curriculum vitae, a short statement of research interests and the names and e-mail addresses of three referees:

Dr. Marc McKee, Associate Dean (Research)
Faculty of Dentistry
McGill University
3640 University Street, Room M-43
Montreal, QC, Canada H3A 2B2

mckee@med.mcgill.ca
Tel: 514-398-7229
Fax 514-398-8900
www.mcgill.ca

McGill University is committed to equity in employment.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Western Ontario

Assistant/Associate Professor Canada Research Chair Tier II in Gap Junction Biology

The Faculty of Medicine & Dentistry at The University of Western Ontario is seeking a tenure-track faculty member (subject to final budget approval) at the level of Assistant or Associate Professor to fill a Canada Research Chair Tier II position in Gap Junction Biology. The successful candidate must have either a strong independently-funded research program or be competitive for immediate funding from major Canadian granting agencies. The successful candidate will be appointed to the Department(s) most suited to their research interests and potential for collaborative interactions with members of the Gap Junction Group. The Gap Junction Group currently encompasses principal investigators from the Departments of Anatomy and Cell Biology, Biophysics, Clinical Neurological Sciences, Pediatrics and Physiology. While all applicants with an outstanding track-record in Gap Junction research are encouraged to apply, we are especially eager to attract an applicant with expertise in channel electrophysiology. The successful candidate is expected to actively participate in undergraduate and/or graduate teaching.

Please send a detailed Curriculum Vitae, a short statement of research interests and the names of three referees by **September 1, 2001** to:

Dr. Carol Herbert, Dean
Faculty of Medicine & Dentistry
The University of Western Ontario
Health Sciences Addition
London, Ontario, Canada N6A 5C1

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents only. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Biochemistry will be the main Department for the position in Prokaryotic and/or Eukaryotic Gene Regulation. The Department has interests in developmental gene regulation, microbial gene regulation and gene regulation in metabolism and nutrition. For this position applicants should possess a PhD and a minimum of two years post-doctoral experience. The successful candidate will be expected to establish an externally-funded research program and be required to teach in undergraduate and graduate program, with the possibility of collaborating in teaching for both Departments. Applications should include a curriculum vitae, a summary of research to date, a one page statement of proposed research and the names and addresses of three referees, and be submitted to the Head of Department: Dr. P. Davis, Department of Biochemistry, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X9; email pdavis@mun.ca; fax 709-737-2422. Further information is available at "www.mun.ca/biochem/generegjob/html". The Department of Biology will be the main department for the position in Comparative Animal Physiology. The Department is seeking a person who will have an appreciation of whole organism physiology and an interest in using and developing modern tools and approaches in Comparative Animal Physiology. The successful candidate will be expected to teach a core undergraduate course in Comparative Animal Physiology and will be encouraged to develop at least one other senior graduate/undergraduate course, with the possibility of contribution to shared courses with Biochemistry. The successful candidate will be expected to develop an externally funded research program and supervise graduate students. Applications containing an outline of research and teaching strengths, curriculum vitae, a maximum of five representative publications and the names and addresses of three referees should be sent to the Head of Department. Dr. M.Colbo, Department of Biology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X9; email mcolbo@mun.ca; fax 709-737-3018 as soon as possible. Short-listed applicants will be expected to provide an NSERC-type research grant proposal. Further information is available at "www.mun.ca/biology/appt.htm". Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Partners of candidates for these positions are invited to include their curriculum vitae for possible matching with other job opportunities.

BIOLOGY

OKANAGAN UNIVERSITY COLLEGE — The Department of Biology in the Faculty of Science requires a College Professor to teach Biology courses as part of the OUC Nursing Program. Subjects include Human Anatomy and Physiology, Pathobiology, and an advanced course in science as applied clinical practice. The successful applicant may have an opportunity to develop new courses for the Biology Program in their area of expertise. Required qualification is a PhD, with the ability to establish an active research program in an area of biology relevant to the health sciences such as genetics, physiology, pathology, gerontology, or other related fields. Post-secondary teaching experience would be an asset. This is a continuing (full-time) appointment effective January 2, 2002. Please Note: This position is subject to budgetary funding. Salary and working conditions are governed by the Okanagan university College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae (quoting Competition No. 26FACBICB) and the names, addresses and telephone numbers of three referees by July 15, 2001 to: Employee Relations Ovision, Okanagan University College, 1000 K.LO Road, Kelowna, BC V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mail your application to: eraapplicants@okanagan.bc.ca. E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at: http://www.out.bc.ca/jobpostings. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

UNIVERSITY OF WATERLOO — The Department of Biology invites applications for a tenure track faculty position in the field of Bioinformatics. We are particularly interested in applicants in the areas of functional genomics and proteomics, but will consider candidates with demonstrated research excellence in other areas. The position is at the assistant professor level, but outstanding candidates at other ranks will be considered. Bioinformatics has been identified as a strategic area for the University, and we have launched a new Joint Computer Science — Biology undergraduate program. The Bioinformatics Program has been successful in attracting a large cohort of outstanding students. Duties of the incumbent will include research, teaching at the undergraduate and graduate levels, and graduate student supervision. Applicants must have a PhD and be prepared to establish an active research program. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and a brief outline of their future research direction to: Dr. William O. Taylor, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for applications is Sept. 28, 2001. Anticipated starting date is May 1, 2002. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Additional information on the Department and the positions is available at http://www science.uwaterloo.ca/biology/Biology.html.

BUSINESS

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing Fall 2001 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EOP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W. Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax. (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for a tenure-track positions at the assistant/associate professor level, commencing July, 2001, in Finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women, Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for the CIBC World Markets Chair in Financial Markets. The proposed chair will normally be a senior tenured appointment. The suitable candidate shall be internationally recognized for his/her contributions to the general area of financial Markets and shall be actively en-

University of Alberta
Edmonton

Westaim/ASRA/NSERC Chairs in Biomechanics and Biomaterials

The Faculty of Engineering at the University of Alberta is proceeding with the establishment of Senior and Junior NSERC Industrial Research Chairs in Biomechanics/Biomaterials, funded jointly by Westaim Biomedical (funding confirmed), the Alberta Science and Research Authority (funding confirmed) and the Natural Sciences and Engineering Research Council of Canada (funding pending selection of Chairholders). Additional funding is also anticipated through the Caritas Hospitals Foundation. One position will be in the area of biomaterials and the other in the area of biomechanics. The biomaterials appointment will be in the Department of Chemical and Materials Engineering, and the biomechanics appointment will be in the Department of Mechanical Engineering. Both positions will have adjunct appointments in the Faculty of Medicine. The qualifications of the applicants will play a major role concerning which of these positions will be the Senior Chair. Applications for the Senior Chair should be internationally recognized researchers in biomaterials or biomechanics. The successful candidate for the Senior Chair will be appointed at the rank of Professor with tenure. Applicants for the Junior Chair should have demonstrated ability as an independent researcher in biomaterials or biomechanics. The successful candidate for the Junior Chair will be appointed at the rank of Assistant or Associate Professor depending upon qualifications.

The successful applicants will join a strong cadre of researchers in Edmonton, including the internationally renowned COMPRU group at the Misericordia Hospital and the University of Alberta, and the biomaterials group in the Faculty of Medicine & Dentistry and the Faculty of Engineering funded by the Whitaker Foundation. There will be opportunities to collaborate with the successful biomaterials entrepreneurs at Westaim Biomedical, who are jointly funding the chair, and with the biofilms and biomechanics groups at the University of Calgary. The total program will have funding in excess of three million dollars for the first five years. The Chairs will also have access to additional funding from federal and provincial funding agencies as well as from industry.

One area of particular research interest to the biomaterials position is materials and systems to facilitate tissue integration in implantable and percutaneous devices, but applicants in all areas of biomaterials are encouraged to apply. An area of special research interest to the biomechanics position is the development and biomechanics of edosseous devices in head and neck reconstruction, but applicants in all areas of biomechanics are encouraged to apply.

The position in Mechanical Engineering has been cleared for advertising at the two-tier level, however, for the position in Chemical and Materials Engineering it will be governed by the following: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applicants should provide a curriculum vitae including employment history, citizenship, a statement concerning research and teaching interests, and the names of at least three references. Consideration of applications for the position in Chemical and Materials Engineering will begin on July 15, 2001, and, for the position in Mechanical Engineering, applications will be accepted until a suitable candidate has been appointed.

Applications for the biomaterials position should be sent to:

Dr. S.E. Wanke, Chair
Department of Chemical and Materials Engineering
University of Alberta
Edmonton, Alberta, Canada T6G 2G6

Applications for the biomechanics position should be sent to:

Dr. J.D. Dale, Acting Chair
Department of Mechanical Engineering
University of Alberta
Edmonton, Alberta, Canada T6G 2G8

The following web sites provide information about the university and the departments: http://www.ualberta.ca/, http://www.ualberta.ca/CMENG/ and http://www.mece.ualberta.ca/. The COMPRU web site is located at http://www.caritas.ab.ca/compru

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

McGill

Tomlinson Chair in Political Theory/Philosophy
Faculty of Arts

As part of the Faculty of Arts commitment to continuing its historical strengths in the area, the Department of Political Science and the Department of Philosophy at McGill University invite applications for the Tomlinson Chair in Political Theory/Philosophy. This is an endowed chair at the rank of Full Professor. Candidates for the Tomlinson Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching. Applications should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom the University may contact. The file should also include materials pertinent to the teaching skills of the applicant. The appointment is expected to begin September 1, 2002. The search committee will begin reviewing applications on September 1, 2001 and will continue to do so until a suitable candidate is found. For more information about the Departments and University, visit our web sites at http://www.arts.mcgill.ca/programs/polisci/ or http://www.arts.mcgill.ca/programs/philo/.

Please forward letter of application and supporting materials to:

Professor Christopher Manfredi, Chair
Department of Political Science
or
Professor Phil Buckley, Chair
Department of Philosophy

McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

gaged in research. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chair is expected to contribute to the academic programmes as well as the School's initiatives with the business community. The Chair holder shall undertake the normal duties of a faculty member within the School of Business, commencing July, 2001. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean Michael G DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email:baba@mcmaster.ca, Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members with visible minorities and women. Canadian citizens and permanent residents will be considered first for this position. Applications will be considered until the position is filled.

BUSINESS COMPUTING

THE UNIVERSITY OF WINNIPEG — The Department of Business Computing & Administrative Studies invites applications for a 3-year term position at the rank of Assistant Professor or Instructor. The desired specialty areas are either Human Resources Management/Organizational Behaviour, Marketing or Accounting/Finance. The Department emphasizes case-based instruction, therefore case-method teaching and professional experience is desirable. Candidates with a PhD completed or very near completion, or an MBA and a combination of suitable business and teaching experience, are encouraged to apply. The successful candidate must have a strong commitment to undergraduate teaching, and an interest in the application of information technology to education, and in its implication for business. This appointment may be effective as early as August 1, 2001. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Interested candidates should, by June 30, 2001, send a curriculum vitae, including three letters of reference to: Dr. Sheela Ramanna, Chair, Department of Business Computing & Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9, email: s.ramanna@uwinnipeg.ca Candidates applying for the position of Assistant Professor should also include copies of representative publications.

CLASSICS

DALHOUSIE UNIVERSITY — Applications are invited for a ten month, full time, sessional appointment at the Lecturer/Assistant Professor level effective September 1st in ancient history. This appointment is subject to budgetary approval. The successful candidate will teach an introductory class on the history of the ancient world, intermediate level history classes on Greece and/or Rome, and an advanced undergraduate Roman history seminar. Applicants should have completed the PhD or be close to finishing and show competence in teaching, research and publication appropriate to their experience. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women. A letter of application, complete and updated curriculum vitae, and three letters of professional recommendation should be sent to: D. K. House, Chair, Department of Classics, Dalhousie University, Halifax, Nova Scotia. B3H 3J5. The closing date for applications is July 7th, 2001.

COMMUNICATION, CULTURE & INFORMATION TECHNOLOGY

UNIVERSITY OF TORONTO — has developed a vision to create at its Mississauga campus a leading centre for understanding the impact of information technology on communication and culture. It is seeking an accomplished and energetic academic leader as Director of a new undergraduate degree Program in Communication, Culture, and Information Technology, to be delivered jointly by the University and by Sheridan College at its Oakville campus. This position represents an exceptional opportunity to participate in and lead a major new initiative at a university campus. The Director will assume a leading academic role having primary responsibility for the academic program and the encouragement of research. The Director will ensure a commitment to student and faculty development at UTM and at Sheridan by ensuring the highest academic standards and public recognition of the program's excellence. The Director will hold a tenured position at the associate or full professor level in an academic department of the University of Toronto and report to the chief academic officer of the University of Toronto at Mississauga. The Director's position is for five years, renewable. The successful candidate is expected to hold a PhD, have an internationally recognised academic record, with experience in directing innovative changes in academic environments and the perspectives requisite to the development of an interdisciplinary and inter-institutional initiative. The Director will be expected to carry the vision for the program to the public and governments and will be heavily involved in development work. Established in 1967, the Mississauga campus provides a college environment for 200 faculty and 6500 students from the most culturally diverse communities in Canada. Programs are offered in Humanities, Science, Social Science and Management. Transformation of the campus will unfold with a significant investment in new pro-

University of Toronto &
Toronto Rehabilitation Institute

Toronto Rehab
Advancing Rehabilitation
Enhancing Quality of Life

Toronto Rehabilitation Institute Research Chair

The University of Toronto, together with the Toronto Rehabilitation Institute, invites applications for an Associate/Full Professor position as a research Chair in the Department of Occupational Therapy. Physical Therapy or Speech Language Pathology. Candidates must have a doctoral degree, an outstanding research record, and a strong interest in teaching. The individual will be responsible for the development of a program of research and provide leadership for research in the rehabilitation sciences. The program of research should include the training of graduate students and postdoctoral fellows. Academic responsibilities will be in the Department of the primary appointment.

The Rehabilitation Sector at the University of Toronto Faculty of Medicine houses programs with a tripartite mission of research, education and academic-based practice. Our graduates provide national and international leadership in health research and education. Faculty engages in diverse programs of research that are recognized for the discovery and improvement in function and well being. The Departments have professional masters programs in Occupational Therapy, Physical Therapy and Speech-Language Pathology, and doctoral stream research program in Speech-Language Pathology (www.slp.utoronto.ca) and Rehabilitation Science (www.utoronto.ca/gdrs/).

The Toronto Rehabilitation Institute is a fully affiliated teaching hospital specializing in acquired brain injury and stroke, geriatrics, musculoskeletal, spinal cord injury, cardiac rehabilitation and complex continuing care and research. It is the largest rehabilitation facility in Canada (www.torontorehab.com). Toronto Rehab has initiated a program of research with funding from the Ontario Ministry of Health and Long-Term Care, the University of Toronto and the Toronto Rehabilitation Institute Foundation.

Candidates should send curriculum vitae, an outline of their current and long-term research objectives, especially as they pertain to the development of rehabilitation research, and a list of four references to: **Dr. Catharine Whiteside, Chair, Search Committee, Faculty of Medicine, University of Toronto, Room 2113, Medical Sciences Building, 1 King's College Circle, Toronto, Ontario M5S 1A8**; Email: catharine.whiteside@utoronto.ca.

Applications will be accepted until filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to the further diversification of ideas.

THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT PROFESSOR IN BIOLOGICAL OCEANOGRAPHIC PROCESSES

The Department of Earth & Ocean Sciences, University of British Columbia, invites applications for a tenure-track position in the area of Biological Oceanographic Processes. Appointment will be at the Assistant Professor level except in the case of exceptionally well-qualified females who may be appointed at a higher rank. We seek candidates who have demonstrated strong research potential and who will complement our existing strengths in biological oceanography. We are particularly interested in applicants whose research focuses on the role of zooplankton in marine ecosystem dynamics and global biogeochemical processes, and whose research combines field-work and laboratory experimentation. A PhD degree is required by the date of appointment. The successful candidate will be expected to teach both undergraduate and graduate level courses.

Applicants should send their curriculum vitae, a statement of research and teaching interests, and the names and contact information of three referees to:

Dr. Paul Smith, Head
Department of Earth & Ocean Sciences
The University of British Columbia
6339 Stores Road, Vancouver, British Columbia V6T 1Z4

The closing date for the competition is **October 1, 2001**.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply.

University of Alberta
Edmonton

Department of Sociology

The University of Alberta, Department of Sociology, invites applications for two tenure track positions at the Assistant Professor level. Applicants should have a PhD (or expect to complete by July 2002), and provide evidence of excellence in both teaching and research.

The fields in which we wish to hire are:

1. **Globalization (Competition 1):** We seek a candidate who teaches and performs research with a global perspective in either Social Movement, Family or Environment.
2. **Contemporary Social Theorist (Competition 2):** We seek a candidate with teaching and research interest in areas such as feminist theory, sexualities, queer theory, or space and place.

Appointments will commence July 1, 2002. The floor of the salary scale is $45,374 (currently under negotiation). The University of Alberta offers an excellent benefits package.

The position in Globalization has been cleared for advertising at the two-tier level, however, the position for the Contemporary Social Theorist will be governed by the following:

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applicants should submit a letter of application, curriculum vitae, any other supporting materials, and arrange for three confidential letters of reference to be sent by October 1, 2001 to:

Dr. R. Sydie, Chair
Department of Sociology
University of Alberta
Edmonton, Alberta T6G 2H4
Fax: (780) 492-7196

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

CANADA RESEARCH CHAIR TIER 2

The University of Northern British Columbia invites applications and nominations for a Canada Research Chair (Tier 2) position. In keeping with expectations of the Canada Research Chairs program the successful candidate will have an outstanding research profile, an innovative and original research program, and the ability to attract significant funding and excellent graduate students and post-doctoral fellows.

The University of Northern British Columbia was opened in 1994. A young, research-intensive institution, UNBC is home to approximately 3,500 students of whom over 400 are graduate students in 14 Masters and 2 PhD programs. As a small university, UNBC has focused on building critical mass by attracting cross-disciplinary teams of scholars, working in complementary areas, who respond to complex, contemporary research questions of regional, national and international significance.

Candidates and nominees should have a research program that encompasses at least one of the three priority research themes of UNBC:

- Natural Resources and the Environment
- Rural, Remote and Northern Health
- Sustainability of Communities

Research approaches that include aboriginal and northern themes are especially welcomed. A summary of UNBC's Strategic Research Plan is available at:
http://www.chairs.gc.ca/english/research/strategic/strategic/Northern.pdf.

The successful applicant is expected to establish a vigorous, externally funded research program and to teach at the graduate and undergraduate levels. Candidates must hold a PhD, have a record of research excellence, demonstrated ability to obtain external funding, and demonstrated ability to manage multi-faceted research projects.

Appointment will be at the rank of Assistant or Associate Professor and will be conditional on the successful applicant being approved as a Tier 2 Canada Research Chair. Terms and requirements for Tier 2 Chairs are provided at http://www.chairs.gc.ca.

As part of the application or nomination, candidates should submit a short statement of proposed research (max. 3 pages), a detailed curriculum vitae, and the names and addresses of at least three references (including telephone and fax numbers) by July 15, 2001 to: Dr. D. Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Please direct inquiries to: Dr. Poff, Telephone: (250) 960-5610 or E-mail: poff@unbc.ca.

For more information, visit our Web site: **www.unbc.ca**

THERE IS NO RESTRICTION WITH REGARD TO NATIONALITY OR RESIDENCE. OFFERS WILL BE MADE IN KEEPING WITH THE IMMIGRATION REQUIREMENTS ASSOCIATED WITH THE CRC PROGRAM. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

Dalhousie University

Head, Department of Physiology & Biophysics
Faculty of Medicine

The Faculty of Medicine, Dalhousie University is seeking an individual with a strong record of accomplishment in research, education, and administration to provide leadership for its Department of Physiology and Biophysics. Qualified applicants will have a PhD and/or MD degree. This is a full-time academic appointment (initial five-year term with review) with responsibilities for the administration and development of teaching and research programs and their associated personnel, financial and facility resources in the Department.

For a copy of the full position description, please call 902-494-1880. The Department web site is located at http://www.physiology.dal.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Send applications with current curriculum vitae and the names and addresses of three referees to:

Dr. M.M. Hansell
Chair, Physiology and Biophysics Headship Search Committee
c/o Faculty of Medicine, Dalhousie University
Room C-205, Clinical Research Center
5849 University Ave., Halifax, NS B3H 4H7

Application deadline: **July 31, 2001**

grams, faculty, and facilities as the campus undergoes significant growth in the next decade Initiatives are underway to expand e-learning, graduate studies and research centres. The new program in Communication, Culture, and Information Technology will represent a 20% expansion of the present campus Two new buildings are being designed for the program, one each at Sheridan and at UTM They will open in 2003. Deadline for applications is July 15, 2001. The position is available September 1, 2001 but is negotiable The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas Canadian citizens and permanent residents will be considered first for this position. Please submit an application that includes a personal letter, a CV and the names of referees to Professor R. H McNutt, Principal, University of Toronto at Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada L5L 1C6, Phone. (905) 828-5211, e-mail: rmcnutt@utm.utoronto ca For more about the CCIT program see our web site at: http://ccit.utm.utoronto.ca.

COMPUTER SCIENCE

UNIVERSITY OF ALBERTA — Computer Science Department. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the Capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have ten established research laboratories, including Algorithmics, Artificial Intelligence, Computer Vision and Multimedia Communications, Database Management, Graphics, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RiMS). In a, and a new billion dollar science and engineering research foundation (www.ahfmr.ab.ca) Our current complement of 42 regular faculty work within a department of about 32 support staff, 160 graduate students and 550 undergraduate students Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly-productive eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across the sub-disciplines. Candidates should have, or be at the completion stage of a PhD degree in Computing Science, and a proven research record, and a strong commitment to excellence in teaching Responsibilities include research as well as teaching at the undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vitae and the names and addresses of three referees to: Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8 or e-mail: everitt@cs.ualberta.ca The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINDSOR — invites applications for a number of 12-month limited-term faculty positions in the School of Computer Science at the rank of Lecturer commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2390; Fax: 519 973. 7093; Email: garabon@uwindsor.ca

CRIMINOLOGY

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Department of Sociology and Anthropology in the area of Criminology at the rank of assistant professor. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Search Committee, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253.3000, Ext. 2180; Fax. 519.971.3621; Email: lynnep@uwindsor.ca

DANCE

YORK UNIVERSITY — The Dance Department, Faculty of Fine Arts, invites applications for a full-time, 9 month contractually limited teaching position at the Assistant Professor level, effective August 15, 2001 to May 15, 2002. The preferred candidate will have a university degree in Dance or related field (Master's degree desirable), or equivalent professional qualifications, in addition to professional experience in performance and a minimum of three years experience teaching dance at the post-secondary level. Prospective candidates should be able to teach a range of ballet technique courses to levels extending from first to fourth year university dance students; emphasis on refining artistic expression, vocabulary, musicality, and athleticism in the context of injury prevention. The candidate may also be asked to teach various dance forms to non-majors Part of the teaching load, still to be fully defined, may include theory courses and independent study supervision, so relevant classroom teaching experience is highly desirable Additional responsibilities will include service on committees, administrative assignments, student advising and curriculum assessment as well as to generally contribute to the creative, artistic and scholarly goals of the Department. A letter of application with curriculum vitae, teaching dossier and three current letters of reference which address the requirements of this position should be sent to: Penelope Reed-Doob, Chair, Department of Dance, Faculty of Fine Arts, Room 240 Centre for Fine Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. Deadline for application is July 4, 2001. For many years York University has had a policy of employment equity, including affirmative action for women faculty and librarians. Recently York has included racial/visible minorities, persons with disabilities, aboriginal peoples in its affirmative action program. Persons who are members of one or more of these groups are encouraged to self identify. The Department of Dance welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval by the university.

DENTISTRY

THE UNIVERSITY OF MANITOBA — is seeking applications for a Canada Research Chair established by the Government of Canada to enable Canadian universities to foster world-class research excellence. The University's Strategic Research Plan includes a Tier II Chair in the Faculty of Dentistry in the area of Community Oral Health, particularly in relation to Aboriginal populations. Candidates must be established scholars with demonstrated potential of becoming world leaders in their research area. They should have a strong commitment toward interdisciplinary research and the ability to attract excellent graduate students. A dental professional degree and a PhD with a track record of research in community dentistry is required. The appointment will be tenure-track at the rank of Assistant or Associate Professor with limited teaching responsibilities. Candidates with a dental professional degree must be eligible for licensure with the Manitoba Dental Association. Aboriginal health is an area of strategic importance to Manitoba and, in turn, to the University. The University's Faculty of Dentistry has targeted for strategic development the area of community oral health, particularly in relation to Aboriginal populations. A Centre for Community Oral Health has recently been created to expand the University's outreach activities in this area, and a recent academic appointment in this area brings unique skills in the analysis of dental health to assess the efficacy of dental health care. The goal of the Centre's research program is to understand the distribution and determinants of oral diseases in special needs populations in order to improve the oral health of native peoples, particularly those living in Manitoba and Northern Canada. Members of the Centre will work closely with the University's oral microbiology and Aboriginal health groups, both of which have established strength at the university The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Review of applications will begin on July 15, 2001 and will continue until the position is filled. All Chairs are subject to review and final approval by the Canada Research Chair Secretariat. Applications should include a curriculum vita, five-year research plan and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees to: Dr. Johann de Vries, Dean and Chair of Search Committee, Faculty of Dentistry, D113 – 780 Bannatyne Ave, Winnipeg MB R3E 0W2, email: devries@ms.umanitoba.ca, Fax: (204) 789-3912, Tel: (204) 789-3249. For details regarding the CRC program, see: http://www.chairs.gc.ca and for the University of Manitoba Strategic Research Plan, see: http://www.umanitoba.ca/vpresearch/orsh/researchchairs.htp.

EARTH SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Earth Sciences invites applications for a NSERC-UFA funded tenure track faculty position. The NSERC UFA (University Faculty Award) program encourages Canadian Universities to appoint very promising women as well as aboriginal researchers to tenure-track positions in science and engineering. Further information on the UFA program can be found at www.nserc.ca/programs/schol4_e.htm. The successful applicant must develop a vigorous research program in his/her specialty in any field within Earth Sciences, including Geology, Geophysics, Environmental Earth Sciences, and Planetary Sciences. The Department of Earth Sciences has twenty-one faculty members, ten support staff, and forty graduate students. The Department offers undergraduate and graduate programs in Geology, Geophysics and Environmental Earth Sciences and is developing new programs in Material Science and Planetary Sciences. A successful applicant will be expected to teach courses in these programs, and supervise MSc and PhD candidates. A wide array of modern research facilities is available within the Department and the University, including high performance parallel computers, and world-class analytical and experimental facilities. An overview of the Department is available at www.uwo.ca/earth. Applicants should hold the PhD degree or equivalent from a recognized university Applications must include a cover letter, full curriculum vita, the names, mail, email addresses, and phone/fax numbers of at least three references, and a statement, not to exceed 500 words, explaining how your background, experience and research accomplishments qualify you for this position and your plans for the foreseeable future. Please mail applications to Professor L. Manischa, Chair, Department of Earth Sciences, University of Western Ontario, London Canada N6A 5B7. Review of applications will commence on July 5, 2001. The position is subject to success in the NSERC UFA competition and budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to qualified women and aboriginal applicants who are Canadian Citizens or Permanent Residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from members of visible minorities, and persons with disabilities.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in Earth Sciences at the rank of Assistant Professor, to commence in the 2001 — 2002 academic year. We are primarily looking for an individual with research interests in the geochemistry and genesis of mineral deposits but will also consider applications from candidates with a research focus on other areas of crustal geochemistry or chemical petrology. Details may be found on our web site: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, Ontario, N9B 3P4 Tel: 519-253-3000, ext. 3526, Fax: 519-973-7098. E-mail: taylor@uwindsor.ca.

ECONOMICS

THE UNIVERSITY OF NEW BRUNSWICK The Department of Economics invites applications for an eight month sessional position at the Assistant Professor rank. Duties include teaching macroeconomics at the graduate and undergraduate levels. Candidates are required to have a PhD or substantial progress towards completion. Please send applications, including CV and the names of three references by July 1, 2001 to: Dr. Beverly Cook, Chair, Department of Economics, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; phone: (506) 447-3202; fax: (506) 453-4514, email: bac@unb.ca. Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.city.fredericton.nb.ca/welcome.html respectively. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The date of appointment will be September 1, 2001. We encourage all qualified persons to apply. The University of New Brunswick is committed to the principle of employment equity

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Schulich School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
Strategic Management

The Schulich School of Business at York University in Toronto, Canada, invites applications for a tenure-stream opening commencing **July 1, 2001.**

Preferred candidates will:

- be qualified to teach in PhD, Masters and Undergraduate programs
- possess a completed doctorate
- provide evidence of effective teaching
- have a commitment to scholarly research and publication

Please send application letter and curriculum vitae to:

Theodore Peridis
Policy Area Coordinator
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
Canada, M3J 1P3

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

DIRECTOR, BOTANICAL GARDEN AND CENTRE FOR HORTICULTURE, FACULTY OF AGRICULTURAL SCIENCES THE UNIVERSITY OF BRITISH COLUMBIA

The Faculty of Agricultural Sciences at The University of British Columbia wishes to appoint a Director of the Botanical Garden and Centre for Horticulture effective January 1, 2002 or as soon as possible thereafter.

The 28 hectare (70 acre) Botanical Garden (http://www.ubcbotanicalgarden.org) is located at the southwest corner of the University campus. The collections, which are supported by an active nursery facility, include more than 15,000 accessions from approximately 11,000 taxa organized in Asian, Alpine, British Columbia Native, Winter, Food, Herbaceous Perennial, and Physick collections, and the Nitobe Memorial Garden, which is located at the northwest corner of the campus.

The Botanical Garden and Centre for Horticulture has 17 full-time staff members, including 8 academic positions, up to 12 seasonal employees, and a very active volunteer organization (Friends of the Garden).

The successful candidate will have a strong scientific background in plant biology and a professional record of activity in the plant sciences and/or core functions of botanical gardens. Appointment will be to the rank of Associate or Full Professor in the Faculty of Agricultural Sciences.

The Director will bring vision, leadership and strong administrative and management skills to the position. Excellent interpersonal skills and an ability to work collegially with staff and volunteers are essential. The Director will be expected to lead the expansion of research programmes and the world-renowned Plant Introduction Scheme of the Botanical Garden, and to strengthen links between the Garden/Centre, and the international botanical garden community, the university and the horticulture industry in British Columbia.

Interested persons should submit a position statement about future directions for a university botanical garden, a CV and list of publications, a description of current research activity, and the names of three referees to: **Dean Moura Quayle, Faculty of Agricultural Sciences, 248 – 2357 Main Mall, University of British Columbia, Vancouver, BC, Canada, V6T 1Z4 (agdean@interchange.ubc.ca).** Screening of applications will begin on May 1, 2001 and will continue until the position is filled. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UBC

Associate Vice President, Research

Athabasca University, Canada's Open University™, invites applications, for the position of Associate Vice President Research, (AVPR) in the Dfice of the Vice-President Academic to begin September 1, 2001, or as soon thereafter as possible.

The AVPR has overall responsibility for institutional leadership in the development of research in a wide array of disciplinary and cross-disciplinary areas, for the provision of research services to academics, students and other staff, and to coordinate the activities of related research endeavors, notably the Institute for Research in Open and Distance Learning.

Specific duties will include; development and maintenance of a comprehensive strategic research plan; liaison with granting councils (provincial and federal); representation of AU at national and regional meetings; close liaison with individual academics in order to support their research efforts; supervision of staff in the research office to ensure the provision of excellent research services; responsibility for publications, reports and events that enhence the AU research profile; chairing and assisting relevant committees; development of policies and procedures as required.

The successful candidate will qualify for a position at the Associate of Full Professor rank at the University, will have a record of achievement in research in her/his own right and must have extensive experience and success in an academic administrative role. S/he must be eble to contribute academically to one of the program areas already established at Athabasca University.

Further information about this position may be obtained from Dr. Alan Davis, Vice President, Acedemic at (780) 675-6185 or by e-mail aland@athabascau.ca

Athabasca University is located in Athabesca, Alberta, 145 km north of Edmonton, and operates regional centres in Calgery and Edmonton. It specializes in distance and on-line education and delivers university education to approximately 25,000 students per year. Academic staff can live end work in Athabasca, or commute weekly to Athabasca.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities, in accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Send a letter of application which should include a current curriculum vitae and the names and addresses of three referees by June 30, 2001 to Co-ordinator, Employment Services, 1 University Drive, Athabasca, Alberta, Canada T9S 3A3, or by e-mail to resume@athabascau.ca.

Athabasca University
Canada's Open University™

THE UNIVERSITY OF NEW BRUNSWICK in Saint John — invites applications for an eight-month term position and a ten-month term position in Economics. Both appointments will commence September 1, 2001. Candidates for the eight-month term position should be qualified to teach undergraduate introductory economics (both microeconomics and macroeconomics), and preferably courses in regional economics (concentrating on Atlantic Canada). Candidates for the ten-month term position should be qualified to teach money and banking, intermediate and advanced undergraduate macro economics and mathematical economics. Appointments will be made subject to budgetary approval and at the Lecturer or Assistant Professor level. PhD or near completion is required. Applications should be sent to The Dean of Arts, Faculty of Arts, University of New Brunswick, PO Box 5050, Saint John, NB, E2L 4L5, or faxed to (506) 648-5611. The hiring committee will begin reviewing applications as of July 5, 2001. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Questions concerning these positions may be directed to Dr. J.M.C. Burns, Chair, Department of Social Science at burns@unbj.ca

ENGINEERING

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Engineering Science invites applications for the position of Chair of the Department of Civil and Environmental Engineering (http://www.engga.uwo.ca/civil/default.htm). This tenured appointment will be at the rank of Professor. The effective date of the appointment is July 1, 2001, or as soon as possible thereafter. The Chair appointment is normally for up to a 5 year term, renewable. The Department of Civil and Environmental Engineering is one of four Departments in the Faculty of Engineering Science. The Faculty of Engineering Science (http://www.engga.uwo.ca), with 70 faculty and 45 staff members, educates over 1400 undergraduate and 250 graduate students. The Faculty is undergoing a rapid expansion, and exciting new opportunities exist, including the addition of a new state-of-the-art building (Advanced Technology Centre). The Department of Civil and Environmental Engineering has gained international recognition in wind, geotechnical and structural engineering research, though research centres including the Boundary Layer Wind Tunnel and the Geotechnical Research Centre. New and innovative programs have been recently developed, such as the Institute for Catastrophic Loss Reduction (ICLR) and the Chair in Extreme Weather. In addition, the Department contributes to a strong interdisciplinary environmental program with the recently appointed Salamander Chair in Environmental Engineering. There are approximately 50 students enrolled in each year of the Civil and Environmental Engineering undergraduate program leading to the BESc degree, and 70 graduate students pursuing MESc and PhD degrees in the field of Civil and Environmental Engineering. Civil and Environmental Engineering is a young, successful, dynamic and expanding Department within the Faculty of Engineering Science with over 17 FTE faculty and 6 FTE staff members. We seek a dynamic and energetic leader who has a strong research record, preferably in areas enhancing and complementing the strength of the Department, including demonstrated success in securing both industrial and government-sponsored grant funding. The preferred candidate will have administrative experience and will be able to demonstrate a vigorous commitment to excellence in both undergraduate and graduate teaching. The candidate is expected to foster the existing collegiality in the Department and will provide mentorship to faculty, students, and staff. In addition, the preferred candidate will be eligible to be registered as a Professional Engineer. Nominations and applications (including a detailed curriculum vitae, names of three referees that will be contacted only after interview candidates have been determined) should be submitted in confidence to: Dean F. Bernuti, Faculty of Engineering Science, Engineering Sciences Building, The University of Western Ontario, London, Ontario N6A 5B9, (bernuti@eng.uwo.ca) The review of applications and nominations will initiate on May 15, 2001; applications and nominations will be accepted until the position is filled. Positions are subject to budget approval. Canadian citizens and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

THE UNIVERSITY OF WESTERN ONTARIO — Electrical/Computer Engineering. Applications are invited for four tenure-track or tenured faculty positions in the Department of Electrical and Computer Engineering in the following areas: (1) Communications with specialization in mobile or satellite communications, or communication networks; (2) Computer Engineering with specialization in one or more of the following: computer architecture, distributed computer systems, computer networks and protocols; (3) Microelectronics and VLSI; (4) Power electronics or power systems. The Department intends to fill these positions at the Assistant or Associate Professor level. Appointment at the full professor level may be considered for an exceptionally well-qualified candidate. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrostatics, Power Systems, Robotics, and Visualization. The Department offers three undergraduate degree programs — Electrical Engineering, Computer Engineering and Software Engineering. A research center — the Bell Centre for Information Engineering — is also being established in the Department in collaboration with Bell Canada. Candidates for the above mentioned faculty openings should have a PhD in Electrical Engineering, Computer Engineering, Computer Science, or a related discipline and a track record of research excellence. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department, Faculty and University. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for these appointments. Processing of applications will begin immediately and continue until all the positions have been filled. A starting date of September 1, 2001 is envisaged but this is negotiable. Processing of applications will close on the last day of each month until August 31, 2002. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V. Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. For the purposes of recruitment to the above positions, Human Resources Development Canada permits a concurrent review of international and Canadian applications.

OKANAGAN UNIVERSITY COLLEGE — The Department of Civil Engineering Technology in the Technology Programs requires two College Professors to teach a variety of courses in the two-year Civil Engineering Technology program. The ideal specialization required include materials and/or structural and municipal design. The preferred candidate will be a registered Professional Engineer or Applied Science Technologist with a PhD or Master's degree in Civil Engineering, will have instructional experience at a post-secondary level and a minimum of five years of relevant industrial experience. Candidates without a graduate degree may be considered if they can demonstrate significant industrial and post-secondary teaching experience and relevant scholarly activity. The successful candidates will be committed to teaching excellence and teamwork, and will be keen to play an active role in the development of engineering programming at OUC. Demonstrated research capability will also be an asset, as will the desire and ability to contribute to interdisciplinary research teams in technology and applied science. For inquiries of an academic nature, please contact Dr. Andrew Hay, Director, Technology Programs, at (250) 762-5445, Local 4317, or by e-mail at ahay@okanagan.bc.ca These are continuing (full-time) appointments effective November 5, 2001. Please Note: These positions are subject to budgetary funding. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae (quoting Competition No. 83FAC00C3), and the names, addresses and telephone numbers of three referees by September 14, 2001 to: Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mail your application to: eraplicants@okanagan.bc.ca. E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at: http://www.ouc.bc.ca/ajobportings/ Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted

UNIVERSITY OF TORONTO — The Edward S. Rogers Sr. Department of Electrical and Computer Engineering invites applications for a tenure-stream Assistant Professor position in the area of microelectronics. Research areas of interest include VLSI, digital electronics, analog electronics, SOC and mixed-mode circuits, nanoelectronics, MEMS, and imaging devices. A PhD degree is required, normally in electrical engineering or computer engineering. The Department consistently ranks among the top 10 departments in its field in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant metropolitan city. Additional information can be found on our web page: http://www.ece.toronto.edu. Applicants should send a curriculum vitae and a list of at three references to Professor Safwat G. Zaky, Chair, The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario M5S 3G4, Canada. The search will continue until the positions are filled. The University is strongly committed to diversity within its community. The University especially welcomes applications from minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

McGILL UNIVERSITY — Department of Chemical Engineering. We invite applications for two tenure-track appointments as Assistant Professor. The successful candidates are expected to participate effectively in teaching at all levels and to develop a vigorous, independent research program. We are particularly interested in the research areas of polymers, transport phenomena, and control, but excellent candidates in any research area are encouraged to apply. Applicants must have a doctoral degree and be eligible for membership in a professional Order of Engineers. They should demonstrate evidence of outstanding potential for teaching and research. The successful candidate will join a high-profile department of 13 tenured staff, almost 300 undergraduate students, and about 85 graduate students. We have just moved into a new building and can offer an excellent infrastructure for both teaching and research. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada. McGill University is committed to equity in employment. Send resumé, names of three references and elaboration concerning research and teaching interests to Prof. R.J. Munz, MQC, eng., Chair, Department of Chemical Engineering, McGill University, M.H. Wong Building, 3610 University St., Montreal, Quebec, Canada, H3A 2B2. The appointment will be made as soon as possible.

THE UNIVERSITY OF WATERLOO — Department of Chemical Engineering is seeking a faculty member for an Associate Professor or a tenured Full Professor in the Biochemical Engineering Group of this Department. The Chemical Engineering Department has 25 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. The department offers degree programs in Chemical Engineering and Environmental Engineering (Chemical). The department has a total annual enrolment of about 500 undergraduates and 100 graduate students; it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://www.cape.uwaterloo.ca. Successful candidates must hold a PhD degree in Chemical Engineering or in a related discipline. The position is for an internationally recognized scholar with research experience in the bioprocessing aspects of industrial biotechnology. His/her disciplinary expertise should include transport phenomena, reaction kinetics and unit operations with a demonstrated appreciation of the relevant life sciences. At present, the Group has five other faculty members with research interests focusing on fermentation engineering, tissue engineering, biomimetic engineering, metabolic engineering, bioseparations engineering and bioprocess engineering with applications in biomanufacturing and bioremediation. The applicant should have an excellent track record of publications and collaborative research, and a proven capability of generating research grants and industrial contracts. He/she is also expected to contribute to teaching and the supervision of graduate students. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by August 31, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Chemical Engineering invites applications for a three-year definite term position at the rank of Lecturer. Applicants must be eligible for Professional Engineering registration in Ontario and must have a PhD in Chemical Engineering with research interests in one of the established areas of the discipline. Deadline for applications is July 31, 2001. It is anticipated that the appointment will begin September 2001. Applicants must have a proven ability for

Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

VICE-RECTEUR OU VICE-RECTRICE À L'ENSEIGNEMENT ET À LA RECHERCHE
(Affaires francophones)

L'Université Laurentienne sollicite des candidatures et des mises en candidature au poste de vice-recteur ou de vice-rectrice à l'enseignement et à la recherche (Affaires francophones), dont la date d'entrée en fonction est négociable.

Un établissement bilingue qui préconise l'excellence dans l'enseignement et la recherche, l'accessibilité à l'éducation et possède des visées nationales et internationales, l'Université Laurentienne comprend trois universités fédérées (Huntington, Sudbury, Thorneloe) et deux collèges affiliés (Algoma à Sault Ste. Marie et Hearst). Elle assure des services à près de 4 000 étudiants à plein temps, dont 1 200 habitent sur le campus. Son budget de fonctionnement de base est de 56 000 000 $.

Située sur un beau campus de quelque 750 hectares donnant sur trois lacs, l'Université Laurentienne offre plus de 100 programmes dans les humanités, les sciences sociales, les sciences et le génie et par l'entremise des Écoles professionnelles, de la Division des études supérieures et de la nouvelle Faculté de médecine. Elle soutient sept centres de recherche et prend des dispositions spéciales à l'égard des Franco-Ontariens. Elle jouit d'une réputation internationale grâce à son travail dans le domaine de l'enseignement à distance dans le nord-est de l'Ontario et à ses activités de recherche axées sur son environnement.

Le vice-recteur ou la vice-rectrice à l'enseignement et à la recherche (Affaires francophones) est responsable de tous les aspects du secteur francophone, y compris la planification universitaire, l'enseignement et la recherche, l'élaboration des programmes d'études, l'embauche du personnel enseignant, les promotions, le développement professionnel et les services de soutien aux étudiants. Les personnes intéressées doivent être titulaires d'un Ph.D. ou l'équivalent, posséder un solide dossier en enseignement et recherche, avoir démontré des capacités administratives aux paliers hiérarchiques supérieurs et s'exprimer avec aisance en français et en anglais.

Prière de faire parvenir sous pli confidentiel, d'ici le 20 juin 2001, les candidatures accompagnées d'un curriculum vitae à jour à :

M. Jean Watters, recteur
Université Laurentienne
Chemin du lac Ramsey, Sudbury (Ontario) P3E 2C6

Pour obtenir de plus amples renseignements, veuillez consulter la page Web du Bureau du recteur de l'Université Laurentienne à : www.laurentienne.ca/President/index_f.asp.

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences relatives à l'immigration au Canada, cette offre s'adresse d'abord aux citoyens canadiens et aux résidents permanents.

University of Alberta
Edmonton

Research Scholar, Endocrinology
Department of Physiology

The Department of Physiology, University of Alberta, invites applications from highly qualified individuals for a position as Research Scholar at the level of Assistant Professor in the field of Endocrinology. The salary range is $45,374 to $64,238. This position will be funded through an external agency for an initial period of five years, but the incumbent will enjoy the privileges of the University academic rank of Assistant Professor. The granting of this award is by competition and is made on the basis of excellence, and applicants will need an academic record commensurate with the expectations of these agencies.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications, including a curriculum vitae, a statement of research interests and objectives, and the names of three referees, should be sent by September 1, 2001 to:

Dr. E.J. Sanders
Professor and Chair
Department of Physiology
University of Alberta
Edmonton, Alberta
Canada T6G 2H7

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

DEVELOPMENTAL PEDIATRICIANS, DEPARTMENT OF PEDIATRICS, UNIVERSITY OF BRITISH COLUMBIA AND THE CHILDREN'S & WOMEN'S HEALTH CENTRE OF B.C.

THE BEST IN THE WORLD!

Invest your knowledge and expertise in Vancouver – ranked the best location in the world to live – and join the team that's building the future for Child Health.

You will be one of two developmental pediatricians we will recruit to provide clinical and academic leadership and direction to the field of developmental pediatrics. You will have a special interest in one or more of the areas of visual impairment, autism/PDD, physical disabilities, learning and behaviour disorders.

The 10 member Division of Developmental Pediatrics works within the UBC Department of Pediatrics and the Child Development and Rehabilitation Program at the Children's & Women's Health Centre of B.C. (Sunny Hill). The Division has core faculty funding, excellent benefits and professional development, a strong fellowship training program and a growing endowed program supporting Division priorities. The Program is the major tertiary facility providing specialized, multi-disciplinary services to children with disabilities, their families and communities throughout British Columbia. A Research Institute provides excellent support for a broad range of research interests including basic science, clinical, health services and population health research.

If you have the drive and enthusiasm to build the future then we will provide the environment for you to succeed. You will have an appointment to the UBC Department of Pediatrics. Your responsibilities will be tailored to your interests and will include clinical care, teaching, clinical and research. You must have passed or be eligible for the Royal College of Physicians and Surgeons of Canada examinations in Pediatrics and have completed a training program in Developmental Pediatrics. Salary and rank will be commensurate with qualifications and experience. Anticipated start date is January 1, 2002. These will be full-time grant tenure track appointments.

The University of British Columbia and its affiliates hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The closing date for applications is July 1, 2001. Applications will be reviewed immediately thereafter. Applications, accompanied by a detailed curriculum vitae and names of three references, should be directed to: **Dr. Maureen O'Donnell, Head, Division of Developmental Pediatrics, UBC, Medical Director, Sunny Hill Health Centre for Children, 3644 Slocan Street, Vancouver, BC V5M 3E8 Canada.**

UBC

CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

outstanding teaching in engineering. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach first year undergraduate courses in a wide range of subjects in Chemical Engineering including courses such as chemistry for engineers, computation and environmental engineering in 1st and upper years. The primary duties of the successful applicant will the teaching and management of first year engineering students at the University of Waterloo Duties also will include high school liaison and first year engineering admissions. Participation in research is expected. The allocation of duties normally will be 60% teaching, 20% service and 20% research. Following University of Waterloo policy, at the conclusion of the three-year definite term, a continuing appointment as a Lecturer will be considered This appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae. Including a statement of career objectives, and the name addresses, E-mail addresses, telephone and fax number of at least three references Mail to Professor I Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, ON N2L 3G1 Applications will be considered at any time until the position is filled.

UNIVERSITY OF WATERLOO — Applications are invited for a faculty position as a tenure-track Assistant Professor m the area of Polymer Engineering. The faculty members of the polymer group in the Department of Chemical Engineering have developed very active programs involving both fundamental and a plied research in the areas of polymerization kinetics, emulsion polymerization, metallocene based olefin polymerization, chemical modification of polymers, polymer characterization, polymer membranes, and polymer processing and rheology To support the existing strengths of the polymer group, the successful applicant should have research interests complementary to those of current faculty members in the areas of polymer physical properties, polymer property characterization and polymer testing. It is expected of applicants to hold a PhD degree in Chemical Engineering or in a related discipline. The Department has 25 faculty members and a total annual enrollment of about 500 undergraduates in the Chemical and Environmental Engineering programs and 100 graduate students It is one of the largest chemical engineering departments m North America The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 273,000 located 100 km SW of Toronto The community is rated highly for its excellent living conditions More information on the department and university is available at http://www.uwaterloo.ca Applications will be evaluated until the position is filled. Applicants should submit a curriculum vitae, publication list, a statement of teaching and research interests, and names of three referees to: The Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, (519) 888-4567 Ext 2295, ichatzis@uwaterloo.ca Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank Candidates must have a strong background in applied mathematics The preferred candidate will have a research record in stochastic processes with applications including mechanics, structures or other Civil Engineering system Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration m Ontario would be an asset. The appointment will be available to begin in September 2001 or earlier. Applicants must have potential or proven ability for excellence in teaching and research Industrial experience is desirable The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses m a wide range of subjects in Civil Engineering including structural engineering and applied mathematics. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in mathematics and computational methods and a research record in solid mechanics. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering or a closely related field. The successful candidate will interact with faculty in the department's Structures, Mechanics and Construction group It is anticipated that the appointment will begin in September 2001 or earlier Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable: The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses m a wide range of subjects in Civil Engineering including structural engineering and applied mathematics. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Canadian citizens and permanent residents will be considered first for this position Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled

THE UNIVERSITY OF WATERLOO — invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science The department attracts outstanding Canadian and international students to its master's and doctoral programs There are currently 175 graduate students supervised by a full-time faculty With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities These appointments are subject to the availability of funds

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of lecturer. The initial appointment will be for a period of five years Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate courses in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled These appointments are subject to the availability of funds In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Coordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca.

UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca) Candidates should ask those named as references to direct supporting letters to the same address This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Departments of Computer Science and Electrical & Computer Engineering applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science A demonstrated record of industrial collaboration would be an asset Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint-appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree m Software Engineering. More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/. Applications should include a curriculum vitae and the names and e-mail addresses of three references The application should be directed to Director: Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; se-director@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address The positions are expected to commence during the 2001 calendar year Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF ALBERTA — The Department of Chemical and Materials Engineering invites applications for a tenure track faculty position at the assistant professor level in the area of process control The position will be available September 1, 2001 or earlier Candidates must either hold a PhD in Chemical Engineering or related field or expect to receive one before September 1, 2001. Successful candidates will be expected to establish viable and produc-

SCIENTIST/VIROLOGIST, B.C. CENTRE FOR DISEASE CONTROL LABORATORY SERVICES DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE, FACULTY OF MEDICINE, UBC

The British Columbia Centre for Disease Control Laboratory Services (BCCDCLS) together with the University of British Columbia (UBC) is seeking a Scientist/Virologist for the BCCDCLS. The Laboratory at the B.C. Centre for Disease Control is housed in some of the best public health facilities in North America. The Laboratory provides provincial public health laboratory services and carries out a wide spectrum of routine diagnostic and reference microbiological laboratory functions. The Laboratory staff also provides consultative services across a wide spectrum of communicable disease specialties.

The position involves direct medical consultation with clinicians to support the selection of appropriate tests for viral diagnostics. The successful candidate will work with the Medical Head of Virology Services, who reports to the Director of Laboratory Services. The successful candidate will help ensure that the virus laboratory is at the forefront of medical diagnostic research. Candidates must have their PhD in the laboratory medicine specialty of Virology or other equivalent laboratory qualifications. As active research in viral nucleic acid based detection will be a prominent component of the research activity of this position, the candidate must have proven expertise in molecular diagnostics.

The successful candidate would be eligible for a *full-time* grant tenure/grant tenure track appointment at the rank of Assistant or Associate Professor at the University of British Columbia in the Department of Pathology and Laboratory Medicine. As a full-time faculty member in the department, the successful candidate is expected to participate in the teaching programs, administrative tasks (including committee work) and research. Salary will be commensurate with qualifications and experience. **The anticipated start date of this position is January 1, 2002.**

In accordance with Canadian Employment and Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. UBC and its affiliates hire on the basis of merit and are committed to employment equity. All qualified persons are encouraged to apply.

Letters of application and the names of three referees should be submitted with a current curriculum vitae by **July 31, 2001**, to:

Dr. James Dimmick, Professor and Head, UBC Department of Pathology and Laboratory Medicine, G227 – 2211 Wesbrook Mall, Vancouver, BC V6G 1P9 Fax: (604) 822-9703 Email: dimmick@pathology.ubc.ca

The University of Western Ontario

Dean, Faculty of Social Science

Applications and nominations are invited for the position of Dean, Faculty of Social Science, The University of Western Ontario. The appointment will be effective 1 July 2002, for a period of five years, renewable. Candidates should have a strong record of accomplishment in research and teaching, and in academic administration, including a demonstrated ability to lead a Faculty distinguished in scholarship and teaching, and the necessary administrative and interpersonal skills to lead the continuing development of the academic programs, research and creative life within the Faculty.

The University of Western Ontario has a total enrolment of over 25,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Social Science is a large, diverse and vibrant Faculty, active in undergraduate and graduate teaching and research, composed of 192 full-time members of faculty in the Departments of Anthropology, Economics, Geography, History, Political Science, Psychology and Sociology, and an interdisciplinary undergraduate program in Administrative and Commercial Studies. Teaching and research in the Faculty is supported by the Social Sciences Computing Laboratory. Strong administrative, technical, and student counseling support of the Faculty mission is provided by a non-academic staff of 81.

The Selection Committee expects to begin its review of candidates in November, 2001. Additional candidates are unlikely to be considered after December 1, 2001. Nominations and applications should be submitted to:

Dr. Greg Moran
Provost and Vice-President (Academic)
Room 115, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario, N6A 5B8
Telephone (519) 661-3110
Fax (519) 661-3676

Applications should include a *curriculum vitae* and the names of at least three referees.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Schulich School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
Organizational Behaviour/Theory

The Schulich School of Business at York University in Toronto, Canada, invites applications for an assistant professor level, tenure-stream opening commencing **July 1, 2002.**

Preferred candidates will:

- have a strong commitment to scholarly research and publication
- possess a completed doctorate
- provide evidence of effective teaching
- be qualified to teach in PhD, Masters and Undergraduate programs

The deadline for receiving applications is **October 1, 2001**

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

Please send curriculum vitae to:

Christine Oliver
Organizational Behaviour Area Coordinator
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
M3J 1P3, Canada
www.schulich.yorku.ca

tive research programs, and teach both graduate and undergraduate courses. The position is intended to complement our current strength in computer process control. One component of the research program will be applications of process control methods towards process and performance monitoring of industrial processes, to complement a recently awarded NSERC Industrial Chair in Computer Process Control. Consult our web site at http://www.ualberta.ca/CMENG/ for information about our Department and at: http://www.ualberta.ca/~slshah/NMA.htm for information on the NSERC industrial chair project. Details of the CPC group's recent research efforts can be accessed through electronic publications at: http://www.ualberta.ca/CMENG/research/groups/controlreports.html A resume, the names of three confidential referees and a statement of current research interests and plans for future research should be sent to: Dr. Sirish L. Shah, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to July 31, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CARLETON UNIVERSITY — Applications are invited for two tenure-track positions at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence January 1, 2002. These positions are subject to a budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in one or more of Aircraft or Rotorcraft Aerodynamics, Fluid Dynamics, Thermodynamics, Heat Transfer. Some industrial experience and a keen interest in Aerospace Design would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from http://www.mae.carleton.ca. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor Robert Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Telephone: (613) 520-6694; Fax: (613) 520-5715 Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Salary will be commensurate with rank and experience. Application deadline is July 31, 2001.

THE UNIVERSITY OF NEW BRUNSWICK — Engineering. The University invites applications for a position in the Dr. Jack McKenzie Limerick Pulp and Paper Research and Education Centre. This is a tenure-track faculty position at the Assistant Professor level in the Department of Chemical Engineering. Candidates should be specialized in the broad areas related to the pulp and paper industry, in particular paper making, and should have a PhD in Chemical Engineering or a related discipline and a strong commitment to research and teaching. It is expected that the person appointed will work with the Director of the Centre and develop research programs that complement those already established. The pulp and paper industry is the largest manufacturing industry in New Brunswick. The Limerick Pulp and Paper Centre, established in 1994, provides the research and teaching programs that address the needs of the industry and complement the programs of the University Information about the Centre and the Chemical Engineering Department can be found at http://www.unb.ca/che. The position, which is subject to final budgetary approval, is scheduled to take effect 2001 September 1 or as soon thereafter as possible. Candidates should write to the Chair, Department of Chemical Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, NB, E3B 5A3, enclosing a full curriculum vitae, brief research proposal, transcripts of undergraduate and graduate studies and the names and addresses of three referees. Nominal closing date is 2001 July 30th. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

FOREST ECOLOGIST

THE UNIVERSITY OF BRITISH COLUMBIA — The Forest Sciences Department is seeking a Research Associate to implement and coordinate a 5-year project, to start immediately. The position involves field and laboratory-based research in the areas of soil nutrient dynamics and vegetation responses. The following are required qualifications of the applicant: 1) PhD in forest nutrition with at least two years' post-doctoral experience, 2) some knowledge of rehabilitation of disturbed forest soils, 3) demonstrated ability to solicit funds and services from industry collaborators, 4) proven ability to coordinate a multidisciplinary research team and 5) excellent communication, presentation and report writing skills. This is a grant-funded position with a monthly salary of $3,800. UBC hires on the basis of merit and is committed to employment equity. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Please direct inquiries and applications consisting of a cv, the names and address of three references, prior to June 15, 2001 to Dr. C. Prescott, Associate Professor, Forest Sciences Department, The University of British Columbia, Vancouver, BC, Canada V6T 1Z4, tel: (604) 822-2507; fax: (604) 822-9102.

FRENCH

UNIVERSITY OF WESTERN ONTARIO — Le Département de français à la Faculté des arts, est à la recherche d'un-e professeur-e (contrat à terme limité d'un an au rang salarial de "Lecturer") ayant une expertise dans l'enseignement du français des affaires, de la traduction (français-anglais; anglais français, avec spécialisation en français des affaires), de la linguistique théorique et des cours de langue. Le dossier idéal inclura une maîtrise dans un des domaines mentionnés, un dossier de traduction professionnelle et de l'expérience dans l'enseignement des domaines cités. La personne nommée aura de l'expérience dans la création des cours et dans la préparation du matériel pédagogique électronique pour l'enseignement due français des affaires, et dans la préparation des étudiant-e-s pour les examens de la Chambre de Commerce de Paris. Cette personne fera preuve de suffisamment de souplesse pour être en mesure d'enseigner à des grands groupes ainsi qu'à des petits séminaires, et ce en français et en anglais. Date d'entrée en fonctions: le 1er août 2001. Ce poste est sujet à approbation budgétaire. Veuillez adresser un curriculum vitae et trois lettres de recommandation envoyées directement des répondants au Dr. Clive Thomson, Directeur, Département de français, The University of Western Ontario, London, Ontario N6A 3K7, avant le 1er juillet 2001 (dossier de candidature acceptés par courrier électronique: cthomson@uwo.ca). Conformément à la loi canadienne sur l'immigration, cette annonce s'adresse seulement aux citoyens canadiens et aux résidents permanents. The University of Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toute candidature provenant de personnes qualifiées, y compris les femmes et les hommes, les membres de minorités visibles, les autochtones, et les personnes handicapées.

GASTROENTEROLOGY

UNIVERSITY OF MANITOBA — The Department of Pediatrics and Child Health, Faculty of Medicine, University of Manitoba and the Child Health Program of the Winnipeg Regional Health Authority are seeking a Gastroenterologist for the Section of Pediatric Gastroenterology. This will be a contingent geographic full time Faculty position at the rank of Assistant Professor. Winnipeg is a city of 650,000 providing care to a population of 1.1 million. Children's Hospital is the only exclusively pediatric care oriented facility in the region. The cost of living is low and the quality of life high. Arts and entertainment are excellent and accessible. Sports and recreation facilities are very good. The city is close to lakes and cottage country. The public education system is very good but private schools are also available. There is excellent community spirit. Winnipegers and Manitobans being known for their sense of volunteerism and for staging major sporting or other events. Commuting is easy and quick. The Winnipeg Children's Hospital Foundation has recently opened substantial research space and research start-up funds are available to qualified applicants. There is active research in the Adult Gastroenterology Program providing an opportunity for collaborative research, support and academic stimulation. Candidates must have Senior Specialty qualifications in Pediatric Gastroenterology in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Pediatric Gastroenterology by the Royal College of Physicians and Surgeons of Canada is preferred. In addition to basic clinical skills the applicant should be competent in all technical procedures and should have an interest in either basic science research or clinical investigation. A special interest in hepatology or nutrition would be desirable. The applicant will be expected to participate in the educational programs for undergraduate medical students and postgraduate pediatric residents. Salary will be commensurate with experience and qualifications. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply in writing, including a curriculum vitae and a brief outline of specific interests and goals in both the short and long term to Dr. Michael E.K. Moffatt, Professor and Head, Department of Pediatrics and Child Health Sciences Centre, University of Manitoba, CE208-840 Sherbrook Street, Winnipeg, MB R3A 1S1, Phone: (204) 787-2441, Fax: (204) 787-4807, e-mail: mmoffatt@hscmb.ca While a closing date has not been established, early application is encouraged. Applications will be accepted until the position is filled

GEOGRAPHY

BRANDON UNIVERSITY — The Department of Geography invites applications for a continuing appointment at the Instructional Associate level. Applicants should have (i) a Masters degree in Geography and expertise in computer cartography, GIS and remote sensing or (ii) a Bachelors degree with postgraduate diploma or considerable experience with computer cartography, GIS and remote sensing. Experience with Windows NT network administration would be an asset. Primary duties include: assisting with the instruction of course laboratories in physical geography, computer cartography, and introductory GIS; instruction in other laboratories as determined by the department; maintenance and administration of geomatics laboratory hardware and software systems; preparation of cartographic materials for teaching and research, and procurement, organization and maintenance of the Map and Air Photo libraries. Applications are due by July 15, 2001 or until position is filled. Date of Appointment: August 1, 2001. Salary and Rank: Commensurate with qualifications and experience. Please send a curriculum vita, transcripts, and the names of three references to: Dr. Janet S. Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply

GEOPHYSICS

UNIVERSITY OF MANITOBA — Department of Geological Sciences. Applications are invited for a full-time tenure-track position in geophysics at the assistant professor level. This position, which is subject to final budgetary approval, is to commence September 1st, 2001 or as soon there after as is mutually agreeable. Minimum qualifications are a PhD in Geophysics and evidence of strong teaching and research potential. The ideal candidate will have experience in seismic geophysics; complementary experience in near-surface and environmental geophysics or tectonics would be considered an asset. The Department currently has 13 full-time tenure-track faculty offering a full range of undergraduate and graduate programs in Geology and Geophysics. The successful applicant will be expected to teach exploration seismology and other senior undergraduate and graduate courses in Geophysics and to develop an independent research program. The Department has a well-established national and international

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DALHOUSIE UNIVERSITY
Faculty of Science

NSERC University Faculty Awards for Tenure-Track Assistant Professors

DALHOUSIE UNIVERSITY invites applications from women of outstanding achievement who wish to be considered for an NSERC University Faculty Award. Applicants will have received a PhD degree in the past four years and will have demonstrated excellence in research in the natural sciences. Nominated candidates will be appointed to a probationary tenure-track position effective July 1, 2002 conditional on receiving this award.

DALHOUSIE UNIVERSITY is an Employment Equity/Affirmative Action Employer. The University encourages applications from, Aboriginal peoples, racially visible people, and persons with a disability. This award is available to Canadian citizens or permanent residents.

Enquiries and applications should be directed to the Chair of the appropriate department, DALHOUSIE UNIVERSITY, Halifax, NS, Canada, B3H 3J5, as follows: Dr. B. Freedman, Biology; Dr. R.J. Boyd, Chemistry; Dr. P. Reynolds, Earth Sciences; Dr. R. Nowakowski, Mathematics and Statistics; Dr. G. Stroink, Physics; Dr. C. Moore, Psychology. To apply, send a curriculum vitae, a short statement of research interests, and a publication list with selected reprints to the appropriate Chair and arrange for three confidential reference letters to be sent to the same address.

Applications should be sent before September 1, 2001.

On the edge and leading the way.

UNIVERSITY OF CALGARY

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

Tha Department of Physics and Astronomy invites applications for a tenure-track position at the Assistant Professor level. Candidates should have an active interest in the field of Theoretical and/or Computational Atomic, Molecular, and Optical Physics, hold a PhD or equivalent, and preferably have post-doctoral experience.

The Department has recently established a growing experimental research group in Atomic, Molecular, and Optical Physics, with laboratory facilities that include a range of CW and pulsed laser systems, as well as extensive ancillary electronic, optical, and vacuum equipment. The successful candidate will be expected to become an integral part of this group and to provide a theoretical component to group activities. Beyond this group, theoretical and/or computational research is also carried out in the fields of general relativity and astrophysical and space plasma physics. Opportunities for collaboration in relevant research areas also exist within other Departments in the Faculty of Science. Prospective candidates are encouraged to visit the Departmental Web site at www.phas.ucalgary.ca. Candidates will be assessed on teaching experience, research experience, and research productivity.

Applicants should send a detailed curriculum vitae, a statement of teaching and research interests, and the names and addresses (including e-mail) of three individuals who will, if requested, provide letters of reference. The position is available immediately.

The closing date for receipt of applications is **September 1, 2001** with a tentative starting date of January 1, 2002. E-mail applications will not be accepted. Please send applications to: **Department Head,** Department of Physics and Astronomy, University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

CANADA RESEARCH CHAIRS IN PHARMACOGENOMICS AND NEUROPHARMACOLOGY, FACULTY OF PHARMACEUTICAL SCIENCES THE UNIVERSITY OF BRITISH COLUMBIA

The newly created Canadian Research Chairs (CRC) program is enabling Canadian universities and colleges to create and fill academic positions with outstanding research support in key areas.

Applications are invited for two full-time tenure track Assistant/Associate Professors to develop distinguished research and academic teaching programs appropriate to Tier II Canada Research Chair applications. Tier II candidates must demonstrate innovative and original research which would attract excellent trainees and enhance collaborative interactions with UBC's Neurosciences CRC Cluster; and internationally renowned genomic and proteomic research community:

• **Pharmacogenomics Position:** The appointee will be expected to use pharmacogenetic/genomic research technologies directed at the characterization of novel genetic polymorphisms and the application of current and new genetic information to drug metabolism/ transport/delivery/design, disease diagnostics, or drug therapy. Experience in gene chip technologies; high-throughput genotyping/phenotyping; bioinformatics; and genetic database development would be desirable.

• **Neuropharmacology Position in autonomic and central nervous system pharmacology:** Applicants must have a Ph.D. in pharmacology or related area; are expected to employ advanced techniques; shown to be creative in their research area; compliment the Faculty's internationally renowned research in neuro & cardiovascular pharmacology, drug & lipid metabolism, pharmacokinetics & drug delivery systems. An interest or background in pharmacogenomics would be desirable.

Salaries are negotiable, commensurate with experience and are subject to final budgetary approval. The closing date for applications is **August 31, 2001**; preferred start date is **July 1, 2002**. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canadian citizenship is not a requirement for this position. Please send applications, including curriculum vitae, description of research interests, copies of up to five publications, statement of teaching interests/accomplishments & names of 5 referees (including 2 at arm's length), to Dean F.S. Abbott, Faculty of Pharmaceutical Sciences, UBC, 2146 East Mall, Vancouver, B.C., Canada V6T 1Z3; Phone: (604) 822-2343; FAX: (604) 822-3035; E-Mail: fabbott@interchange.ubc.ca **For Canada Research Chair program:** http://www.chairs.gc.ca; **and for position details:** http://www.ubcpharmacy.org

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research reputation and is equipped with a range of geophysical, remote sensing and analytical instrumentation. Further information about the Department can be obtained from http://www.umanitoba.ca/geoscience/. Winnipeg is a large, cosmopolitan city with a wide range of cultural and sporting attractions. It has an international airport, a variety of recreational facilities, and good access to beaches and both Provincial and National Parks. Winnipeg (http://www.city.winnipeg.mb.ca/) is an attractive and affordable place to live. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and a summary of teaching philosophy and research interests, including a brief research proposal, to the address below. Applicants should also arrange to have three letters of reference sent to the same address. The deadline for the receipt of applications and references is July 15th 2001. Dr. Norman M. Halden, Department of Geological Sciences, University of Manitoba, Winnipeg, MB Canada R3T 2N2. Further information about the position can be obtained from nm_halden@umanitoba.ca or 204-474-8857.

HEALTH SERVICES

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Medicine. The University wishes to strengthen its network of outstanding health services researchers at its main campus and its affiliated teaching hospitals. Applications are invited for a tenure track position in Health Services Research, to be appointed at the level of assistant professor or above in the Department of Health Care and Epidemiology, Faculty of Medicine, University of British Columbia. Applicants should possess a PhD with a minimum of two years post-doctoral experience. Expertise in one of the following disciplines is required: epidemiology, health services research, health policy research, health technology assessment, health outcomes research, pharmacoeconomics, or health economics. Candidates with outstanding academic records will be invited to apply for a Canada Research Chair at the University of British Columbia. As full time faculty members at the University of British Columbia, the successful candidate is expected to participate in the teaching programs (including graduate student and resident supervision), administrative tasks (including committee work) and research. Salary is commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirement, priority will be given to Canadian citizens and permanent residents of Canada. Position is to start on or about January 1, 2002. Letters of application and the names of four referees should be submitted with a current curriculum vitae by July 15, 2001 to: Dr. Martin T. Schechter, Professor and Head, Department of Health Care & Epidemiology, University of British Columbia, 5804 Fairview Avenue, Vancouver, B.C. V6T 1Z3. Email submissions: martin.schechter@ubc.ca.

HISTORY

THE UNIVERSITY OF TORONTO — The Department of History invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor in the field of Russian History, Imperial Period. The department is particularly interested in individuals specializing in social and/or cultural history. Applicants must have completed a PhD and show promise of excellence in scholarly research, publication and teaching. Appointees should be able to teach a variety of courses over time: a survey course in Russian history; more specialized undergradu-

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WESTAIM/NSERC INDUSTRIAL RESEARCH CHAIR IN BIOFILMS ENGINEERING

Applications are invited from distinguished scholars from academia or industry, with an international reputation, to fill the Westaim/NSERC Industrial Research Chair in Biofilms Engineering. The Chair is supported by Westaim Corporation with matching funds anticipated from the Natural Sciences and Engineering Research Council of Canada (NSERC).

The Chair will be one of the key persons in establishing research excellence in biofilms engineering in collaboration with the existing biofilms and bioengineering researchers in the Faculties of Medicine, Sciences and Engineering to advance the field of biofilms, which has applications in medicine and the oil and gas industries.

The Chair will hold a tenured or tenure-track position in the **Department of Mechanical and Manufacturing Engineering** and can be cross-appointed in other departments in the Faculties of Engineering, Science and Medicine. Rank and salary will be commensurate with the qualifications and experience. This position will commence on July 1, 2001, or as soon as possible thereafter. The selected candidate will be engaged in the completion of an application for a NSERC Industrial Research Chair grant to match the industrial support.

The Department of Mechanical and Manufacturing Engineering currently has 26 full-time faculty, 16 support staff and state-of-the-art research and educational facilities. It offers BSc, MSc, MEng, and PhD degrees in both Mechanical and Manufacturing Engineering, and has over 400 undergraduate students and over 80 graduate students. The Department is committed to excellence in research and education. Innovative research programs are well established in Advanced Manufacturing and Design; Applied Mechanics; Biomechanics; Energy and Thermo-fluids; Materials; and Mechatronics, MEMS, Robotics and Controls. Detailed information is available on our Web site at www.eng.ucalgary.ca/mechanical.

The University of Calgary is a public institution with a full-time student population of over 25,000. The City of Calgary has a population of over 850,000 and is the Canadian capital of the energy industry. Calgary, home to the 1988 Winter Olympic Games, is one of the fastest growing high-tech cities in Canada. It is situated within an hour's drive of Banff National Park, one of the most beautiful areas of the Rocky Mountains.

Applicants are invited to send their curriculum vitae and a list of 3 names of references to: **Dr. P. Gu**, Professor and Head, Department of Mechanical and Manufacturing Engineering, University of Calgary at the address below or by e-mail: pgu@ucalgary.ca Phone: (403) 220-7163; Fax: (403) 282-8406. Recruitment activities will begin **June 30, 2001**.

Applications will be accepted until the position is filled.

Applications are encouraged from Canadians, permanent residents of Canada and non-Canadians.

MECHANICAL AND MANUFACTURING ENGINEERING

The Department of Mechanical and Manufacturing Engineering invites well-qualified national and international applicants for the following tenure-track positions commencing January 1, 2002.

An assistant/associate professor in the general fields of applied mechanics and dynamics. **An assistant professor** in the general field of biomechanical engineering. **Two assistant/associate professors** in the general field of manufacturing processes with particular interests in the areas of material removal processes (traditional and non-traditional), joining, moulding, manufacture of electronic systems, and micro-machining and fabrication. Experience with tooling, process design and improvement, and product development would be an asset. **An assistant/associate professor** in the field of manufacturing systems such as intelligent manufacturing, production planning and control, quality assurance, supply chain management and ergonomics. **One assistant professor** in nano-technology, MicroElectroMechanical Systems (MEMS) and mechatronics.

All the applicants must have a PhD in mechanical or manufacturing engineering or a related field. The successful candidates will be expected to establish a strong research program in their fields, to supervise graduate students and to attract external funding to support research activities. The selected candidates must also have the capability to teach a range of undergraduate and graduate courses in Mechanical and Manufacturing Engineering as well as general engineering courses. The candidates will be expected to establish collaborative research programs.

The Department currently has 26 full-time faculty; offers BSc, MSc, MEng, and PhD degrees in both mechanical and manufacturing engineering and has over 400 undergraduate students and over 80 graduate students. The Department is committed to excellence in research and education. Innovative research programs are established in advanced manufacturing and design; applied mechanics; biomechanics; energy and thermo-fluids; materials; and MEMS/Mechatronics, automation, robotics and controls. Detailed information is available on our Web site at: www.eng.ucalgary.ca/mechanical.

The University of Calgary is a public institution with a full-time student population of over 25,000. The City of Calgary has a population of over 850,000 and is the Canadian capital of the energy industry. Calgary, home to the 1988 Winter Olympic Games, is one of the fastest growing high-tech industry based cities in Canada. It is situated within an hour's drive of Banff National Park, one of the most beautiful areas of the Rocky Mountains.

A complete curriculum vitae with three names of referees should be submitted by **September 7, 2001** to: **Dr. P. Gu**, Professor and Head, Department of Mechanical and Manufacturing Engineering, The University of Calgary at the address below or by e-mail: undseth@ucalgary.ca Phone: (403) 220-6627; Fax: (403) 282-8406.

Applications are encouraged from Canadians, permanent residents of Canada and non-Canadians.

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level in Industrial-Organizational Psychology, effective July 1, 2002.

Responsibilities: Maintain a productive research program, teach in the Department's graduate and undergraduate programs, supervise graduate students, and contribute to university service activities.

Qualifications: PhD in Psychology or equivalent at the time of appointment, evidence of effective teaching and a demonstrated ability to conduct research in industrial-organizational psychology.

About our Program: As the only formal I/O graduate program in Western Canada, the I/O program attracts many excellent students from across Canada. We currently have three core I/O faculty and we are seeking a fourth to complement our areas of strength.

About Calgary: The University of Calgary is located in the City of Calgary, Alberta. Calgary's approximately 850,000 inhabitants enjoy a safe and thriving community, with excellent schools, and an abundance of recreational opportunities. Calgary is located a short drive from Banff in the Canadian Rockies.

Applications, including a statement of interest, curriculum vitae, recent representative works, and three letters of reference, should be sent to: **Dr. Theresa Kline**, Search Committee Chair, Department of Psychology, University of Calgary at the address below or by e-mail: babbitt@ucalgary.ca Phone: (403) 220-3469; Fax: (403) 282-8249.

This competition will remain open until a qualified applicant is chosen. Consideration of candidates is underway.

For more information about the Department and Calgary, visit our Web site at http://www.psych.ucalgary.ca

Applications are encouraged from Canadians, permanent residents of Canada and non-Canadians.

ASSISTANT OR ASSOCIATE PROFESSOR ORGANIC CHEMISTRY

The Department of Chemistry invites applications for a tenure-track position in any area of Organic Chemistry at the Assistant or Associate Professor level.

Individuals who can fulfill the Department's commitment to excellence in teaching at both the undergraduate and graduate levels, and who have or will develop an imaginative and vigorous research program, are encouraged to apply. Applicants must have a PhD degree and postdoctoral research experience, or equivalent. Interested persons should consult the Web site of the Alberta Heritage Foundation for Science and Engineering Research (www.ahfser.ab.ca) to learn more about the provincial programs to support research that are available to supplement the internally available support that this dynamic department can provide.

The salary will depend on the level at which the appointment is made. The successful candidate will be expected to take up the position in July 2002. Although this is an open competition, applications from candidates eligible for an NSERC University Faculty Award are welcome.

Applicants should submit a curriculum vitae, a list of publications, a summary of research interests and a detailed research proposal to: **Dr. R. A. Kydd**, Head, Department of Chemistry, University of Calgary at the address below or by e-mail: kydd@ucalgary.ca Fax: (403) 284-1372; by **September 15, 2001**. They should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

PROTEIN CRYSTALLOGRAPHY

The Department of Biological Sciences wishes to recruit a scientist with an active research program in protein crystallography. We are particularly interested in well-trained individuals, with a PhD degree and postdoctoral experience, who are committed to the analysis of enzyme mechanisms and membrane associated proteins. The successful applicant will become a member of the newly-formed Structural Biology Group and he/she is expected to participate in teaching undergraduate and graduate level Biochemistry courses.

Foremost he/she is expected to establish an active independently funded research program. The candidate must compete successfully for salary and establishment grant support from the Alberta Heritage Foundation for Medical Research or a related agency. AHFMR scholars are offered substantial start-up packages and have 75% of their time protected for research. We can offer a well-equipped laboratory and access to an in-house, state-of-the-art X-ray generator and area detector. As well, access to the new CLS synchrotron and training have been made through the Alberta Synchrotron Institute.

Salary range will be commensurate with experience. The closing date is **June 30, 2001**.

Please send 6 copies of your complete curriculum vitae complete with e-mail address, 5 relevant papers, a 2-page statement of your research interests and arrange for 3 confidential letters of reference to be sent to: **Dr. David M. Reid**, Head, Department of Biological Sciences, University of Calgary at the address below or by e-mail: dmreid@ucalgary.ca Phone: (403) 220-5260; Fax: (403)-289-9311.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

University of Calgary, 2500 University Dr N.W., Calgary, AB Canada T2N 1N4

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ate and graduate courses; and a graduate course in thematic or methodological relevance beyond the Russian field (e.g., the department has developed thematic and interdisciplinary strengths in colonial and post-colonial history, gender history, and comparative peasant studies, among others). Salary will be commensurate with experience. Applications and curriculum vitae should be sent to Professor Ronald W. Pruessen, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Ontario, Canada, M5S 3G3. Applicants should also ask three referees to write letters directly to Professor Pruessen. Applications will close on October 15, 2001. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

HISTORY OF MEDICINE

MCGILL UNIVERSITY — The Department of Social Studies of Medicine seeks an assistant professor in the history of medicine (tenure track) in the nineteenth and twentieth centuries. The Department is an interdisciplinary unit within the Faculty of Medicine and includes historians, anthropologists and sociologists. It places strong emphasis on research and graduate supervision, but is also responsible for considerable teaching in the Faculties of Arts and Medicine. The successful candidate must have a PhD and publications (an MD would be an additional asset) and must be able to function in both the medical milieu and an interdisciplinary social science environment. We will consider all areas of research interest compatible with the core strengths of the Department in comparative medical systems and medical knowledge in the 20th century. Curriculum vitae and three letters of reference should be sent by December 31 2001, to Faculty Search Committee, Department of Social Studies of Medicine, McGill University, 3655 Drummond Street, Montreal, P.Q. H3G 1Y6. As required by immigration law, this advertisement is directed in the first instance to citizens and permanent residents of Canada. McGill University is committed to equal opportunity in employment.

HUMAN GEOGRAPHY

UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences is seeking a Human Geographer who will complement and further enhance our Human Geography Program. This individual should have research and teaching interests in one or more of the following areas: environmental assessment, environmental-economic geography, environmental philosophy or environmental policy and planning. The successful candidate will be expected to teach courses in human geography and human interactions with the environment. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in research and teaching. Accordingly, the successful candidate will initiate an innovative and rigorous research program that includes the supervision of M.A., M.Sc. and PhD students and interaction with other faculty members who are engaged in related research programs. Detailed information on the faculty and facilities of the department can be found on the World Wide Web at http://www.ualberta.ca/EAS. The appointment for this position will be at the Assistant, Associate or Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on January 01, 2002 provided that a suitable candidate can be found. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2E3 (Fax: 780-492-8190). Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is September 15, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Information Systems, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax: 519-746-7252)

ITALIAN

YORK UNIVERSITY — The Mariano A. Elia Chair in Italian Canadian Studies announces a two-year Postdoctoral Fellowship expected to begin in September 2001. Applicants must have a PhD in hand and submit an up-to-date CV and three letters of reference, together with a substantial research proposal and a timetable of work in the broad area of Italian Canadian Studies. The successful candidate is expected to produce a significant publication(s) as a result of his/her tenure. In addition to carrying out the research, he/she will assist in the outreach activities of the Elia Chair, give an occasional lecture and be available to meet from time to time with interested students. Stipend: $30,000. Applications and letters of reference must be submitted by June 30, 2001 to the Director of the Mariano A. Elia Chair in Italian Canadian Studies, 135 Founders College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3

LABORATORY MEDICINE

THE UNIVERSITY OF ALBERTA — Department of Laboratory Medicine and Pathology in conjunction with the Division of Medical Laboratory Science invites applications for faculty into the basic science arm of the department. We are particularly interested in scientists-PhD with an interest in the molecular aspects of disease. The Division of Medical Laboratory Science provides a degree course for medical laboratory technologists and course content emphasizing both basic science and clinical aspects of disease. The successful applicant will have an important teaching role in basic and applied sciences in the program. Academic appointments will be arranged through the department at a level commensurate with experience and proven academic track record. Candidates will be expected to seek external funding for the long-term salary and operating support, although internal resources exist for startup and bridging funds. Hence candidates should be competitive for support from the Alberta Heritage Foundation for Medical Research, CIHR, or similar funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested individuals are asked to submit a statement of research interests and career goals, curriculum vitae, and the names and addresses of three referees by August 31, 2001 to: Dr. V. Fon, 481 WMHSC, University of Alberta, Edmonton, Alberta, T6G 2R7. Tel: (780) 407-8851, Fax: (780) 492-7794, E-mail: vfon@cha.ab.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

LIBRARIAN

UNIVERSITY OF NEW BRUNSWICK — Are you a recent graduate looking for a broadly based position with responsibilities in public and technical services? Do you like working with people as well as computers, and organizing information to satisfy a wide variety of user needs? If

Executive Director
University of Manitoba Faculty Association

The University of Manitoba Faculty Association is seeking applications for the position of Executive Director. The Association of over 1,000 faculty members and professional librarians has been a certified union since 1974.

Reporting to the Executive Council, the Executive Director acts as policy advisor to the President and other Association officers. He or she is responsible for managing the day-to-day operations of the Association, and for communication with Association members. In addition, the Executive Director deals with University administration, legal counsel, and collective bargaining.

The successful candidate will have a university degree, demonstrated organizational and interpersonal skills, the ability to communicate effectively in oral and written form, a comprehensive understanding of the academic environment, and a commitment to the principles of equity and fairness in a unionized environment. Candidates should have relevant experience, the ability to work successfully under stress and under externally imposed deadlines, and the characteristics necessary to facilitate a team-based approach.

The appointment will commence on August 1, 2001. Applications, together with the names of three references, are requested by **June 15, 2001**, but will be accepted until the position is filled. They should be addressed to:

Chair, Executive Director Search Committee
University of Manitoba Faculty Association
100-29 Dysart Rd., Winnipeg, MB Canada R3T 2N2

Email: faum@umfa.mb.ca

The University of Manitoba Faculty Association is committed to employment equity. We encourage applications from all qualified men and women, including aboriginal peoples, persons with disabilities, and members of visible minorities.

Dalhousie University
Lecturer/Assistant/Associate Professor
Strategic Management

The School of Business Administration, Dalhousie University, invites applications for a limited term or a full-time tenure-stream position in Strategic Management at the rank of Lecturer, Assistant or Associate Professor, commencing on or after July 1, 2001. The School's immediate need is for teaching undergraduate and graduate strategic management and family business courses. Primary focus desired is strategy formulation and implementation, but research and teaching interests in entrepreneurship, family business or corporate strategy would be an asset. PhD in Strategic Management and evidence of teaching effectiveness and research potential are required for the tenure-stream position. Those applicants at the associate professor level must have a proven track record. For more information about the School of Business and this position please visit our website at www.mgmt.dal.ca/sba/.

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, aboriginal peoples, racially visible people and persons with a disability.

Applicants should send a c.v., names of three references, and a sample of research work to:

Dr. Robert Blunden
School of Business Administration
Dalhousie University
6152 Coburg Road
Halifax, Nova Scotia, B3H 3J5, Canada

ASSISTANT PROFESSOR IN SOIL SCIENCE, FACULTY OF FORESTRY & FACULTY OF AGRICULTURAL SCIENCES THE UNIVERSITY OF BRITISH COLUMBIA

Applications are invited for a tenure-track position at the Assistant Professor level as a joint appointment between the Faculty of Forestry and the Agro-ecology Program in the Faculty of Agricultural Sciences. The successful applicant is expected to excel in undergraduate teaching, to supervise graduate students and to conduct research in soils. Applicants must have a Ph.D. in Soil Science or a closely related field. Management expertise in either forest or agricultural soils is desirable. Preference will be given to candidates with a demonstrated potential for integrating this expertise within the teaching and research goals of the two faculties.

The faculties have strong teaching and research programs that embrace the full range of forest and agricultural sciences at both the undergraduate and graduate levels. The Forestry Faculty offers undergraduate programs in Forest Operations, Forest Resources Management, Forest Sciences, Natural Resources Conservation and Wood Processing. The Faculty of Agricultural Sciences offers programs in a number of areas including Agroecology, Animal Studies, Global Resource Systems, Horticulture, Resource Economics, and Soils & Environment. The two faculties have a long history of successful cooperation that includes other joint appointments that link to other faculties on campus. There are two research forests, one near Vancouver and one in the central interior of the Province. Research opportunities also exist at the Dairy Education and Research Centre in the Fraser Valley, and at the UBC farm on the Point Grey Campus.

This position has potential to influence the future management of land-based resources. These are rich and varied and critically important to the provincial economy. The successful candidate will participate in developing material that will support sustainable land management policy and practice.

Salary and rank are commensurate with experience, qualifications, and subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be received by **July 15, 2001** and should include a curriculum vita, and the names, addresses and phone numbers of three referees. Send applications in confidence to:

Dr. John Barker, Search Committee Chair
Forest Sciences Department, Faculty of Forestry
The University of British Columbia
3024 – 2424 Main Mall, Vancouver BC V6T 1Z4 Canada
Phone: (604) 822-1284, Fax: (604) 822-9133
E-mail: jbarker@interchg.ubc.ca

ST. FRANCIS XAVIER UNIVERSITY

CANADA RESEARCH CHAIR IN AQUATIC ECOLOGY

St. Francis Xavier University seeks applications and nominations for a Canada Research Chair in the area of aquatic ecology, a focus area for our coastal research community. This prestigious chair is intended for a researcher of international repute, at the advanced Assistant to mid level Associate Professor level (Tier II) who has demonstrated research excellence in their specialty. The position will be filled either as tenured or tenure track.

The Research Chair will interact with a group of ten active research faculty who study biology of aquatic organisms. The ideal candidate will interact with investigators in several existing research areas, synergistically enhancing the strength of aquatic research. The candidate should have established research funding, the ability to liaise with university and government scientists, interest in being part of the Atlantic Environmental Research Network (AERN) and Aquanet. Also desirable is a strong commitment to undergraduate and graduate research and a willingness to contribute to some limited graduate/advanced undergraduate teaching. The university is near lakes, streams, estuaries as well as protected and open ocean habitats. Research facilities, enhanced by recent CFI acquisitions (particle image velocimeter, microtox & confocal microscope), are fully up to date and are located in a newly-renovated building. Honours B.Sc. and M.Sc. students in biology and advanced undergraduates in a unique new program "Interdisciplinary Studies in Aquatic Resources" are involved in aquatic research projects. Ecologically-oriented research in the department deals with invasive algal and crustacean species, carbon fixation in cyanobacteria, marine algal symbiosis, management and reproductive behaviour of waterfowl, stream community ecology and vertebrate and invertebrate physiological ecology. There is also expertise in cell and molecular biology, microbiology, physiology, biomechanics, electron microscopy, developmental biology and mathematical modelling. Further information about the department and its research activities can be found at http://www.stfx.ca/people/biology/.

Appointment is conditional upon the successful applicant being approved as a Tier II Canada Research Chair (CRC). The CRC program is described in detail at http://www.chairs.gc.ca.

Applications will be considered beginning **August 1, 2001**. The competition will remain open until a nominee is selected. Interested individuals should forward a CV, representative publications, a description of proposed research and other research interests and names and addresses for three referees to: **Dr. E.J. McAlduff, Dean of Science, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5**; Tel: (902) 867-3903; Email: emcalfduf@stfx.ca.

THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT PROFESSOR IN RADIOLOGY FACULTY OF DENTISTRY

The Faculty of Dentistry invites applications for a tenure track Assistant Professor position in the Division of Radiology, Department of Oral Biological and Medical Sciences. Applicants must have postgraduate training in Radiology and preferably have research experience at the PhD level or its equivalent. The Division of Radiology is responsible for teaching in the undergraduate dental curriculum, and the graduate program in Radiology. The successful applicant will be expected to participate fully in teaching, research and service. Preference will be given to individuals who participate in active research areas in the Faculty.

In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Please respond by **August 31, 2001** with curriculum vitae and contact addresses of three referees to:

Dr. Don Grunette, Acting Head
Department of Oral Biological & Medical Sciences
Faculty of Dentistry, UBC
2199 Wesbrook Mall
Vancouver, BC V6T 1Z3

See our Website at www.dentistry.ubc.ca

University of Alberta
Edmonton

Canada Research Chairs in Medicine

The Department of Medicine at the University of Alberta is seeking to fill two (2) Tier II junior Canada Research Chairs established by the Government of Canada to foster world-class research excellence (for Terms of Reference see http:\www.chairs.gc.ca). The Department has over 120 full-time faculty members and a major commitment to research excellence. In addition to resident and fellow research training, the Department has 30 graduate students and 22 postdoctoral fellows. Our recent strategic planning has identified major areas of strength and focus including: Cancer; Cardiovascular Sciences and Vascular Biology; Cell Senescence and Aging; Diabetes; Health Outcomes; Immunity, Infection, Tissue Injury and Repair; and Neurosciences, particularly Neurodegenerative Disease. Other areas identified for growth and development include: Aboriginal Health; Clinical Pharmacology; Health Informatics; International Health; Research on Medical Education; Women's Health. Tier II candidates may be appointed at the Assistant, or Associate Professor levels and must have the potential to become leaders in their fields.

The University of Alberta is one of the major research universities in Canada with over 30,000 students and research funding in excess of $230 million/year. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. The 89-hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games and the upcoming 2001 World Championships in Athletics. The University has been the origin of 38 active spin-off companies that have created more than 3300 jobs in the Edmonton area. Over 180 format linkages have been forged with institutions in 46 countries giving the U of A vital international academic relationships.

The Faculty of Medicine and Dentistry is lead by Dean Lome Tyrrell who developed the world's first effective treatment for hepatitis B. The Alberta Heritage Foundation for Medical Research has been instrumental in positioning Alberta as one of the top 10 medical research environments in North America. We are currently developing architectural plans for major new research space within the Faculty, highlighted by a new Cardiovascular Research Institute, a Diabetes Institute, Clinical Trials and Research Centre, and a Health Outcomes Research Unit, in addition to a major Institute for Biomolecular Design.

Edmonton, with a metro population of about 900,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, successes in athletics and team sports, average of 12.3 hrs/day of sunshine and the lowest taxes in the country.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

To apply for one of these Research Chairs, forward by June 30, 2001 a letter of application, a Curriculum Vitae and 5 year research plan to:

Dr. Tom Marrie, Chairman
Department of Medicine
2F1.30 Walter Mackenzie Centre
University of Alberta
Edmonton, Alberta
Canada T6G 2S2

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

so, the University of New Brunswick invites you to apply for a continuing appointment to fill the newly created faculty position of Information Services Librarian in the Ward Chipman Library on the Saint John Campus. Responsibilities: This position is responsible for: providing leadership in the organization of information and access to the Library's collections; and, assisting in the provision of reference services and library instruction. The responsibilities of this position include coordinating and overseeing the activities of the technical staff in Bibliographic and Collections Services, i.e., cataloguing, acquisitions, resource sharing, and serials, participating in the development of emerging services, contributing to the formation of goals, policies and procedures in the area of technical services, participating in reference services, and taking part in library instruction programs. Other responsibilities include general collections development. This position participates in planning, management and decision-making as part of the library management group. Qualifications required Masters degree in library or information science from an ALA accredited institution Knowledge of national cataloguing standards and current trends in technical services. Must be web-savvy, have excellent skills in interpersonal relations and written and oral communication and have a strong service orientation. This is a full-time, continuous appointment track professional position. Minimum salary is $33,770. Excellent benefits, including annual professional development allowance, and moving allowance. New graduates are encouraged to apply The University of New Brunswick in Saint John is an expanding campus, situated in a park overlooking the beautiful Kennebecasis River valley Situated on the scenic Bay of Fundy, Saint John, the commercial center of the province, is becoming known for its beauty, high quality of life and low cost of living. The campus has a population of over 2,500 full-time and part-time students, with rapid growth in international students and new graduate and undergraduate programs. The Library, with 5 professional positions and 13 support staff, is part of a combined unit, Information Services & Systems, which also consists of Instructional Technology and Integrated Technology Services Visit the library's home page at: http://www.unbsj.ca/ library/. Position is available immediately and applications will be accepted until the position is filled Applicants should send, or fax, a letter of application, resumé and names of three references to Susan H Collins, Director of Information Services & Systems, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5, Fax: (506) 648-5701. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment

LINGUISTICS

SIMON FRASER UNIVERSITY — Linguistics. Applications are being accepted for a tenure-track position in Linguistics starting January 1, 2002. This position is subject to budgetary approval. Appointment will be made at the assistant professor rank. This will be a position in applied linguistics with concentrations in Greek language and computer-assisted language learning. The successful candidate will have teaching duties in linguistics and applied linguistics courses at both the undergraduate and graduate levels. The appointee will be expected to undertake graduate student supervision. The appointee will also be responsible for Greek language instruction and will collaborate with the Chair of Hellenic Studies in outreach programs to the local Greek community and co-operation with agencies of the Greek Republic. Hellenic Studies and the Department of Linguistics are developing the capacity for computerized delivery of Greek language courses and the appointee will participate in the overall development of these systems. Candidates should hold a PhD with a specialization in applied linguistics, have experience in teaching Modern Greek, maintain an active research program in linguistics as it relates to language teaching and be familiar with recent developments in computer-assisted language learning. Interested applicants are invited to send a letter of application, curriculum vitae, the names of at least three referees and sample publications by July 31, 2001 to Dr. P. McFetridge, Chair, Department of Linguistics, 8888 University Dr., Simon Fraser University, Burnaby, BC, Canada V5A 1S6, phone: (604) 291-3554, fax (604) 291-5659, email: mcfet@cs.sfu.ca In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents SFU offers equal employment opportunities to all qualified applicants

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1 and September 1, 2001 We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/ The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax: 519-746-7252)

The University of Western Ontario
Western

Dean of the Faculty of Information & Media Studies

Applications and nominations are invited for the position of Dean, Faculty of Information and Media Studies, The University of Western Ontario. The University of Western Ontario has a total enrolment of over 25,000 full-time equivalent students in graduate, undergraduate and professional programs. The Faculty of Information and Media Studies is dedicated to the advancement of interdisciplinary knowledge of the role of information, media, communications and information technologies in the lives of individuals and in society, and to providing the highest quality of professional education in related areas. This vibrant Faculty, comprised of thirty-three dedicated full-time faculty members, 510 undergraduate students, and 210 graduate students, offers Masters and doctoral programs in Library and Information Science, an M.A. in Journalism, and an undergraduate program in Media, Information and Technoculture. A non-academic staff of fifteen provides strong administrative, technical, and student counseling support of the Faculty mission.

The appointment, to be effective 1 July 2002, is for a period of five years, renewable. Candidates are expected to lead a Faculty distinguished in scholarship and teaching. Candidates should possess both a strong record of scholarly achievement in areas relevant to the academic mission of the Faculty, and a record of achievement in administration that demonstrates the ability to balance fairly the different demands of an interdisciplinary Faculty. A commitment both to interdisciplinary scholarship and to the value of research and professional education in the different areas represented in the Faculty is essential. This challenging position demands interpersonal skills and sound judgment to provide leadership for the continuing development of the academic programs, research, and creative life within the Faculty, and within the University.

The Selection Committee expects to begin its review of candidates in early November; it is unlikely that applications or nominations received later than **December 1, 2001**, will receive consideration. Nominations and applications should be submitted to: **Dr. Greg Moran, Provost and Vice-President (Academic), Room 115, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8.** Telephone (519) 661-3110; fax (519) 661-3676. Applications should include *curriculum vitae* and the names of at least three referees.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

PEDIATRIC GASTROENTEROLOGIST, THE UNIVERSITY OF BRITISH COLUMBIA AND CHILDREN'S & WOMEN'S HEALTH CENTRE OF BRITISH COLUMBIA

The University of British Columbia and Children's & Women's Health Centre of British Columbia is seeking a Pediatric Gastroenterologist to join a strong and growing Division of Gastroenterology. The Division is a provincial and tertiary resource with outstanding opportunities for individuals to excel in clinical care, teaching and/or research. The 4 member division has a fully accredited sub-specialty training program and is building a strong clinical and basic science research program linked to the existing strengths in the B.C. Research Institute for Child and Family Health.

As the successful candidate you will have demonstrated a commitment to academic and clinical excellence in gastroenterology. You will have passed or be eligible for the Royal College of Physicians and Surgeons of Canada examinations in pediatrics or comparable qualifications, and will have completed a recognized training program in Pediatric Gastroenterology.

Rank and salary will be commensurate with qualifications and experience. **The position is available as of July 1, 2001.**

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia and the Children's and Women's Health Centre of B.C. hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply.

UBC

Applications, accompanied by a detailed curriculum vitae and the names of three references should be directed to: **Dr. David M. Isreel, MD, FRCPC, Head, Division of Gastroenterology and Nutrition, B.C.'s Children's Hospital, 4480 Oak Street, Vancouver, BC V6H 3V4. Telephone: (604) 875-2332. Fax: (604) 875-3244. Email: disrael@cw.bc.ca**

MATHEMATICAL SCIENCE

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences invites applications for a tenure track Junior Canadian Research Chair position in Stochastic Processes and Filtering (SPF-02). The appointment will be at the Assistant or Associate Professor level, subject to approval by the NSERC Canadian Research Chair Committee, and will commence on or before July 1, 2002. Only candidates with a PhD, excellent communication and teaching skills, outstanding research and leadership potential as well as expertise in Stochastic Calculus, Markov Processes, and Filtering will be considered. The successful candidate will be invited to participate in a Mathematics of Information Technology and Complex systems centre of excellence and be expected to work with graduate students and industrial scientists. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae (including a list of publications), a research plan, a teaching dossier, a description of any industrial collaborative work, and all mentoring experience. Candidates should arrange for at least three confidential letters of reference to be sent to: A.H. Rhemtulla, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. The closing date for applications is July 30, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICS

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Education. Applications are invited for a tenure-track position in mathematics education at the Assistant Professor level. The position is open September 1, 2001 or as soon thereafter as possible. Candidates should possess a completed or almost completed doctorate in mathematics education with undergraduate work in mathematics and expertise in either elementary or secondary mathematics teaching with a working knowledge of the other level. Also expected are excellent teaching skills, a commitment to research and publication, and interest in the broader needs of the faculty at both the undergraduate and graduate levels. Participation in the professional development of educators and in the supervision of undergraduate students, student teachers, and MEd and PhD students is an expectation. Applications should be sent by June 30 to: Dr. Marian Small, Dean, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

SIMON FRASER UNIVERSITY — The Department of Mathematics requires a full-time Lecturer in an entry-level position to support its instructional program starting September 1, 2001. Duties include teaching eight courses per year (most of them with large classes), or their equivalent from among the following activities: Undergraduate advising; coordinating departmental workshops when one of the regular coordinators is on leave; assisting in the development of curriculum for appropriate courses. The successful candidate will be expected to be actively involved in the life of the department, including service on committees. Applicants must have their primary interest in teaching mathematics at the undergraduate level and have demonstrated excellence in teaching. They must also have a knowledge of current technology and its use in teaching mathematics. Salary is in the range of $45,254 to $47,810 per annum (plus 20% benefits), depending on experience and qualifications. Simon Fraser provides one paid semester free of teaching duties every nine semesters to allow a chance for professional development. In addition lecturers are eligible for a year of paid study leave after six years of successful employment. Applicants should submit a curriculum vitae, together with their teaching dossier, to: The Chair, Department of Mathematics, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. They should also submit the names of three individuals qualified to comment on their teaching. Only short-listed candidates will be notified of the outcome of their application. Closing date: July 5, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Simon Fraser University is an equal opportunity employer and encourages applications from women and minorities.

UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site. http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

UNIVERSITY OF WATERLOO — Departments in the mathematical, statistical and computing sciences are seeking to nominate women candidates for NSERC University Faculty Awards in the Fall 2001 competition. The University Faculty Award was created by NSERC to encourage Canadian universities to appoint very promising women and Aboriginal researchers to tenure-track positions in science and engineering. Further information on the program can be found at the following web page. http://www.nserc.ca/programs/schol4_e.htm). A nominee must be a Canadian citizen or a permanent resident of Canada. Requirements for our positions include a doctoral degree by the time the appointment begins, in an area of research of one of the following departments: Applied Mathematics, Combinatorics and Optimization, Computer Science, Pure Mathematics, Statistics and Actuarial Science. A nominee must have a research record of outstanding promise. She must have a strong interest in and aptitude for teaching undergraduate and graduate students and supervising their research. The starting date for the appointment is July 1, 2002. Please submit by August 1, 2001 a curriculum vitae including a list of publications, preprints, reprints, and a statement of research and teaching interests to Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 or directly to one of the departments listed above. Please also

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DALHOUSIE
University

Tier I Canada Research Chair in NMR Studies of Materials

DALHOUSIE UNIVERSITY (http://www.dal.ca) invites applications and nominations for a Tier I Canada Research Chair in NMR Studies of Materials.

The Canada Research Chairs (CRC) Programme has been established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world class centres of research excellence in the global, knowledge-based economy. More information about the Canada Research Chairs is available at: http://www.chairs.gc.ca

Dalhousie University has a rapidly growing interest in all areas of materials research, including science, engineering and biomedical applications. Within the Faculties of Engineering, Science, Dentistry, Medicine and Architecture, there are more than 50 faculty members (and more than 150 associated research students and postdoctoral fellows) with materials research interests. An application for a Materials Research Institute at Dalhousie University is currently underway. The Canada Foundation for Innovation has recently approved funding for an $8.6 million Materials Characterization Facility, including more than $2 million for a new high-field solid-state NMR spectrometer. This spectrometer will be part of the Atlantic Region Magnetic Resonance Centre at Dalhousie University. Dalhousie University expects to appoint several more Canada Research Chairs in other areas of Materials Research.

The CRC in NMR Studies of Materials will be a world leader in NMR investigations of materials, with a proven ability to work with others in a wide variety of materials programmes. As a senior Chair, the appointment will be tenured and at the rank of Professor, in the Department(s) most suited to the candidate's research and teaching interests.

Applicants should send a curriculum vitae, a detailed research plan and names of three referees to:

Professor Mary Anne White
Killam Research Professor in Materials Science and
Chair of the NMR CRC Search Committee
Department of Chemistry
Dalhousie University
Halifax, Nova Scotia B3H 4J3
Canada
email: Mary.Anne.White@Dal.ca

Applications will be considered until the position is filled. Please note that the CRC nominations are subject to review and final approval by the CRC Secretariat. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

ST. FRANCIS XAVIER UNIVERSITY

CANADA RESEARCH CHAIR IN MODELLING AND SIMULATIONS

The Physics Department of St. Francis Xavier University invites applications for a Canada Research Chair (Tier II) in Modelling and Simulation. Although the department is not large, it has had highly successful, well-funded research programs in atomic and molecular, condensed matter, statistical and biophysics for over thirty years. Over the next few years, several faculty members will retire from full-time teaching and the department is seizing the opportunity to undergo a renewal. This appointment will be a key step in the renewal process.

While the position is research driven, it also includes a teaching component. Appointment is conditional upon the successful applicant being approved as a Tier II Canada Research Chair (CRC). The CRC program is described in detail at http://www.chairs.gc.ca. Further information about the department and its research activities can be found at http://www.stfx.ca/.

We are seeking a strong candidate with an established reputation in research and teaching, having experience in simulating model systems using molecular dynamics and Monte Carlo techniques; one whose research will complement the existing strengths of the department and the future priorities which it has established and which are described below. The successful candidate will be instrumental in seeking funding for and establishing a high performance computing (HPC) facility, which has been identified by the university as a priority. The first phase of the HPC facility is part of a current proposal to the CFI.

The University is seeking funds to establish a Centre for Applied Petroleum Sciences in which modelling and simulation, computation, and the HPC facility will be important components. The Research Chair in Modelling and Simulation has been identified as one of the four key positions which will provide leadership of the Centre. In addition to modelling and simulation, the department has identified photonics and materials as priorities for its future development.

A top-ranked Canadian undergraduate institution, St. FX is located in Antigonish, Nova Scotia, a community noted for the quality of its cultural and recreational facilities, the friendliness of its people, and the natural beauty of its coastal landscape. Through its twenty-five academic departments, the university offers a comprehensive array of undergraduate programs. As part of its mission of excellence in teaching, the university sees faculty involvement in research, reflective inquiry and creative work as essential. St. FX is committed to providing strong support for the encouragement of these priorities. Among the smaller, primarily undergraduate universities, St. FX rates very highly in NSERC competitions for research grants and scholarships.

Applications will be considered from **August 1, 2001.** The competition sill remain open until a nominee is selected. Applications should include a CV, a statement of the candidate's research vision relating it, if possible, to the department's objectives, and the names of at least three referees, who may be contacted later in the selection process. Applications should be sent to: **Dr. E.J. McAlduff, Dean of Science, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5;** Tel: (902) 867-3903; Email: emcalduf@stfx.ca.

Schulich
School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
Accounting

The Schulich School of Business at York University in Toronto, Canada, is seeking tenure-stream faculty in accounting at the assistant, associate or full professor level effective July 1, 2002.

Preferred candidates will:

- be qualified to teach in financial or managerial accounting- expertise teaching international accounting would be beneficial
- possess a completed doctorate or be close to completion
- provide evidence of effective teaching
- be willing to use cases in teaching

Please send application letter and curriculum vitae to:

Professor Linda Thorne
Accounting Area Coordinator
lthorne@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

arrange for three letters of recommendation to be sent directly to the same address. These positions are subject to the availability of funds and the success of the application to NSERC.

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking to nominate at least one woman candidate for an NSERC University Faculty Award in the Fall 2001 competition. A departmental nominee will have a strong research record in a field that fits in with the research interests of the Department, as well as strong teaching qualifications. A successful nominee would assume a tenure-track faculty position at the appropriate rank to begin July 1, 2002, with a reduced teaching load for the duration of the award. The University Faculty Award was created by the Natural Science and Engineering Research Council to encourage Canadian universities to appoint very promising women researchers to tenure-track positions in science and engineering. Further information on the program can be found at the NSERC web page. <http://www.nserc.ca/programs/scho14_e.htm>. In accordance with the NSERC regulations for the awards, an applicant must be female and must be a Canadian citizen or a permanent resident of Canada. An applicant must either hold a doctorate degree, or have completed all the requirements for such a degree by the proposed appointment date. Applicants should send a cv including a list of publications, preprints, reprints, a statement of research and teaching interests and arrange for three letters of recommendation to be sent to Professor George Bluman, Head Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, BC, Canada V6T 1Z2. Applications must be received before September 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

MEDICAL BIOPHYSICS

PRINCESS MARGARET HOSPITAL (Toronto) — Scientists/Senior Scientists in Biophotonics/Photobiology/Optical Microscopy. Applications are invited for research faculty appointments at the Ontario Cancer Institute, Princess Margaret Hospital/University Health Network. The successful candidates will carry out independent research programs in therapeutic or diagnostic applications of biophotonics, photobiology or optical microscopy. Applicants must hold a PhD or M.D. degree and have a strong track record of independent research in one or more of these fields. Candidates must be eligible for cross-appointment in the Department of Medical Biophysics, University of Toronto, at an appropriate rank. The biophotonics program at OCI/UHN is linked to Provincial and Federal photonics networks, and experience in bridging industry and clinical specialties, particularly oncology, would be a particular advantage. CVs and names of 3 referees should be sent to: Dr. Brian Wilson, Division of Medical Physics, Ontario Cancer Institute, 610 University Ave., Toronto, ON, M5G 2M9, Canada. Closing Date: June 30, 2001

The Princess Margaret Hospital, a teaching hospital of the University of Toronto, has an international reputation as a global leader in the fight against cancer and is one of the top comprehensive cancer research and treatment centres in the world. The Ontario Cancer Institute is the research institute of the Princess Margaret Hospital, which, with the Toronto Hospital and the Toronto Western Hospital, is a member of the University Health Network. The Ontario Cancer Institute houses 6 Research Divisions encompassing structural biology, cell & molecular biology, experimental therapeutics, epidemiology & biostatistics, bioinformatics and medical biophysics, employing full-time faculty members, postdoctoral fellows and graduate students. There are excellent opportunities for inter-disciplinary collaborations, within the Ontario Cancer Institute, with other clinical and research groups at the University Health Network, and with basic and clinical sciences programs at University of Toronto. The Ontario Cancer Institute at Princess Margaret Hospital is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF ALBERTA — The Department of Medical Microbiology and Immunology invites applications for a Faculty position in Bacterial Pathogenesis at the Assistant Professor level. Applicants require a PhD and postdoctoral research training. The successful applicant will develop a dynamic research program complementing that of our internationally recognized faculty and research groups. Medical Microbiology and Immunology has an excellent research and training milieu in virology, bacteriology, immunity and pathogenesis (see Departmental Website: www.ualberta.ca/~mmi). The Assistant Professor appointment is initially for three years; the applicant is required to apply for external salary support from the AHFMR or CIHR during this time. Remuneration will be commensurate with qualifications and experience. Successful applicants will devote 75% of their time to research while also contributing to graduate and undergraduate teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit their curriculum vitae and list of three referees by August 15, 2001 to: Microbiology Search Committee, c/o Dr. Diane Taylor, Medical Microbiology and Immunology, 1-28 Medical Sciences Building, University of Alberta, Edmonton, AB, Canada T6G 2H7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Microbiology is initiating a search for applicants for a 21st Century Chair in Cell Biology. The 21st Century Chairs have been established by the Canadian Federal Government with the purpose of attracting and/or retaining outstanding researchers within the Canadian University system. The Chair is for a junior person (Assistant or Associate Professor level) whose work involves the use of sophisticated light microscopy techniques to study some aspect of subcellular biology such as the role of the cytoskeleton, protein localization, protein trafficking etc. in immune related function. The Chair will be a joint appointment between the Department of Microbiology and Immunology and the Department of Zoology. Although our primary interest is for someone who works on some aspect of the immune system, such as antigen recognition, phagocytosis, leukocyte adhesion or migration, individuals working in neurobiology or with model developmental systems will also be considered. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested individuals should send a CV and the names of three referees to Nancy Kan, Secretary to the Head, Department of Microbiology and Immunology, 300-6174 University Boulevard, Vancouver, BC, V6T 1Z3, Canada. The deadline for applications is September 3, 2001. Inquiries by E-mail: nkan@interchange.ubc.ca

MUSIC

UNIVERSITY OF REGINA — The Department of Music invites applications for a one-year term appointment at the rank of Assistant Professor, to commence July 1, 2001. Responsibilities will include concert band/wind ensemble, related courses with possible graduate teaching, and student recruitment. The ability to teach in an applied area is considered an asset. Applicants should hold a DMA, PhD or equivalent; however, a master's level degree with exceptional experience will be considered. Please submit an application with a curriculum vita, recordings of work (video, CD etc.), and a copy of all university transcripts and the names of three referees who have been asked to send letters. The deadline for applications is June 11, 2001, or until the position is filled. Kathryn Lavin, Dean, Faculty of Fine Arts, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, S4S0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. This position has been cleared for advertising at the tier-two level. Applications are invited from all qualified individuals regardless of their immigration status.

NEUROLOGY

McGILL UNIVERSITY — The Montreal Neurological Institute (MNI) invites applications from outstanding candidates for a research associate position in the Neuronal Microimaging Unit. The successful candidate will hold a PhD in a field related to cell imaging and will have postdoctoral experience, and proven track record in cell culture, immunohistochemistry at light and electron microscopic levels, in situ hybridization, confocal microscopy, real time imaging of fluorescent ligands and FRET for protein interaction studies. He/she will be expected to: 1) work as research associate to an established senior scientist 2) teach neuroanatomy at the undergraduate level 3) hold a non-tenure track lecturer position in the Department of Neurology and Neurosurgery of McGill University. Salary will be commensurate with qualifications.

Applicants should submit a letter of interest, curriculum vitae, and the names of three references to: Alain Beaudet, M.D., PhD, McGill University, Montreal Neurological Institute, 3801 University St., Room 896, Montreal, QC, Canada, H3A 2B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received by July 5, 2001.

NEUROSURGERY

UNIVERSITY OF MANITOBA — The Section of Neurosurgery, Department of Surgery, Faculty of Medicine at the University of Manitoba, and Surgery Program of the Winnipeg Regional Health Authority seeks a contingent geographical full-time Neurosurgeon with fellowship training in epilepsy and functional neurosurgery, including management of pain and movement disorders, to commence August 1, 2001 or as soon as possible thereafter. The clinical neurosurgery service is located at the Health Sciences Centre in Winnipeg and serves a population of 1.25 million. There is excellent support from the Section of Neurology with up-to-date epilepsy monitoring facilities and functional neurosurgery facilities. The Department of Surgery has a Masters of Science Program and PhD qualifications are provided in associated specialties. The successful candidate will have responsibilities for teaching, research, and clinical activities. Candidates must have senior qualifications in Neurosurgery in the country of current practice, and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Neurosurgery by the Royal College of Physicians and Surgeons of Canada is preferred. Salary and academic rank will be commensurate with experience and qualifications. Salary and benefits are competitive. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a curriculum vitae, a list of publications and the names of three referees, should be sent to: Michael West, MD, PhD, FRCSC,FACS, Professor and Chief, Section of Neurosurgery, M5733 Thorlakson Building, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9. Telephone: (204) 787 1250, Fax: (204) 787 2851, Email: mwest@hmc.mb.ca. Position Number ADX358. Closing date for receipt of applications is July 1, 2001.

UNIVERSITY OF MANITOBA — The Section of Neurosurgery, Department of Surgery, Faculty of Medicine at the University of Manitoba, and Surgery Program of the Winnipeg Regional Health Authority seeks a contingent geographical full-time Neurosurgeon with fellowship training in complex spine surgery, including the management of congenital, degenerative, and traumatic disorders to commence August 1, 2001, or as soon as possible thereafter. The clinical neurosurgery service is located at the Health Sciences Centre in Winnipeg, and serves a population of 1.25 million. There is excellent interaction with the Section of Orthopaedics with up-to-date spinal instrumentation and image-guided techniques (STEALTH, fluoro-nav). The Department of Surgery has a Masters of Science Program and PhD qualifications are provided in associated specialties. The successful candidate will have responsibilities for teaching, research, and clinical activities. Candidates must have senior qualifications in Neurosurgery in the country of current practice, and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Neurosurgery by the Royal College of Physicians and Surgeons of Canada is preferred. Salary and academic rank will be commensurate with experience and qualifications. Salary and benefits are competitive. The

INSTRUCTOR, ENVIRONMENTAL PLANNING

AUGUST 2001 - JULY 2002 (RENEWABLE)

The Environmental Studies Program at UNBC is a dynamic, inter-disciplinary team of seven faculty members offering majors in Environmental Planning, (B.Sc.), accredited by the Canadian Institute of Planners and the Planning Institute of B.C., Environmental Studies (B.A.), and Environmental Science (B.Sc.). We share Ph.D. and MSc. programs with the Faculty of Natural Resources and Environmental Studies and the College of Science and Management. Further information about the Environmental Studies Program can be found on our home page: http://www.unbc.ca/envs.

We are seeking a person to fill a full time sessional position for one year (renewable, depending on funding), to teach courses in environmental planning and policy from the first year to senior undergraduate level. The successful applicant will have a Ph.D. in Environmental Studies, Planning, or related field. She/he will be committed to excellence in undergraduate teaching, will have demonstrated success in research and scholarship, and experience with environmental issues in Canada and British Columbia. We are interested in a broad range of subject fields including air and water pollution, environmental health, hazardous waste, alternative energy, planning for biodiversity, global change and sustainable communities. Membership in the Canadian Institute of Planners and the Planning Institute of British Columbia or eligibility for membership is required.

We shall begin reviewing applications on July 1st and expect to make an appointment August 2001 for the September 2001 Fall Semester.

Please direct inquiries to Dr. John Curry, Acting Chair of Environmental Studies, at (250) 960-5837. Fax: (250) 960-5538. Email: curryj@unbc.ca.

ASSISTANT OR ASSOCIATE PROFESSOR FORESTRY PROGRAM

2 TENURE TRACK POSITIONS

Applications are invited for two tenure track positions in the Forestry Program, College of Science & Management at the University of Northern British Columbia. UNBC is a small, research intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. The Forestry Program is one of the academic units within Faculty of Natural Resources and Environmental Studies and is responsible for the delivery of the B.Sc. Natural Resource Management degree with majors in Forestry, Wildlife and Fisheries. The degree has a current enrolment of approximately 400 undergraduate and 30-40 graduate students in Masters and Doctoral programs. We seek innovative and motivated individuals who have a demonstrated ability and desire to contribute to natural resource management through excellence in teaching, research, and outreach activities. Successful applicants will have the opportunity to participate in research at our two co-managed research forests: Aleza Lake (14,000 ha) and John Prince (13,000 ha); and the F. K. Barber Enhanced Forestry Laboratory.

Edaphology and Site Productivity

Appointment will be at the Assistant or Associate Professor level ideally to commence August 2001 (for the September 2001 semester). We desire an individual to develop a program within the sub-disciplines of soil-plant relationships, landscape-level soil management, and/or long-term productivity and sustainability. Expectations include teaching, graduate student supervision, and an externally-funded research program in one or more of:

- influence of soil dynamics and characteristics on forest soil productivity and forest management
- global change impacts on soil resources
- protection of riparian habitats
- and other areas related to landscape pedology

As part of a group dedicated to interdisciplinary and integrated natural resource research, you will have the opportunity to collaborate with government research agencies, forest companies and colleagues in related areas. Applicants should demonstrate the ability to teach core courses at the undergraduate and graduate levels relating to forest soils, soil formation and classification, and soil management. Applicants must have an earned Ph.D. degree in soil science, or related discipline.

Forest Engineering/Harvesting

Appointment will be at the Assistant Professor level ideally to commence August 2001 (for the September 2001 semester). We desire an individual to develop a program in forest engineering with emphasis on one or more of the following:

- forest operations
- forest harvesting systems
- road design and layout
- terrain assessment
- forest products

The successful candidate is expected to develop and maintain an externally funded (government, industry) research program, and to supervise graduate students in areas related to the boreal and sub-boreal ecosystems. You will have the opportunity to collaborate with government research agencies, forest companies and colleagues in related areas. A Ph.D. in forestry, forest engineering or a closely related field with a demonstrated commitment to teaching excellence is required. Professional experience would be an asset. You will be part of a group dedicated to interdisciplinary and integrated research to support sustainable management of forest ecosystems. Depending on qualifications, the successful candidate will teach undergraduate and graduate courses in core areas of Forest Engineering and Forest Harvesting Systems with contributions to areas such as Forest Products Management.

Please forward your letter of application specifying the position you are applying for and addressing qualifications, together with curriculum vitae, statement of research and teaching philosophy, reprints or preprints of up to three publications, to the address shown below. Please direct inquiries to Dr. Bill McGill, Dean, College of Science & Management, at (250) 960-5755. Fax: (250) 960-5537. Email: mcgill@unbc.ca.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers, and e-mail addresses), indicating the position for which you are applying, to: Dr. Deborah Poff, Vice-President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Applications received before July 1, 2001 will receive full consideration, however applications will be accepted until these positions are filled.

For more information, visit our Web site: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

BROCK UNIVERSITY

DEPARTMENT CHAIR
Department of Computer Science

The Department of Computer Science (www.cosc.brocku.ca) invites applications for a chair of the department. The successful candidate will have outstanding leadership skills, an international record of distinguished publication in computer science, dedication to university teaching, and experience in academic administration. Duties will include expanding and inspiring the research activities in the department, helping the department establish a graduate program, performing daily departmental administration, teaching with a reduced course load, and continuing his or her individual research program.

The department is experiencing significant growth in terms of student numbers, new faculty, and future program offerings. It currently consists of 9 faculty members and 3 support staff. The department offers undergraduate degrees in Computer Science as well as Computing and Business. A new coop program has been established. Faculty research focuses on networks, parallelism, programming languages, artificial intelligence, machine learning, and combinatorics.

Applicants should have a PhD in computer science, and preferably hold a senior rank at an academic institute. Salary will be commensurate with qualifications and experience.

Applications should include a curriculum vitae, sample publications, and a statement detailing research plans and teaching interests. Please also include the names and addresses (including e-mail) of four referees whom we can contact. Send applications to:

Brock University
Department of Computer Science
500 Glenridge Avenue
St. Catharines, Ontario, Canada L2S 3A1
Email secretary@cosc.brocku.ca

Although all qualified candidates are encouraged to apply in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Final appointment is subject to budgetary approval. Brock University is an equal opportunity employer and is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until the position is filled. For more detailed information please refer to the Department website at www.cosc.brocku.ca/vacancies/faculty.php3

University of Manitobe encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a curriculum vitae, a list of publications, and the names of three referees, should be sent to Michael West, MD, PhD, FRCSC,FACS, Professor and Chief, Section of Neurosurgery, MS733 Thorlakson Building, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9, Telephone: (204) 787-1250, Fax (204) 787-2851, Email: mwest@hsc.mb.ca Position Number: ACC 137. Closing date for receipt of applications is July 1, 2001.

UNIVERSITY OF MANITOBA — The Section of Neurosurgery, Department of Surgery, Faculty of Medicine at the University of Manitoba, and Surgery Program of the Winnipeg Regional Health Authority seeks a contingent geographical full-time Neurosurgeon or neuroradiologist with fellowship training in neuro-interventional procedures to commence August 1, 2001, or as soon as possible thereafter. The clinical neurosurgery service is located at the Health Sciences Centre in Winnipeg and serves a population of 1.25 million. There is excellent support from the Section of Neurology and the Department of Radiology with commitment to build a state-of-the-art neuroradiology angiogram suite. The program incorporates a rich mix of emergent and elective neurosurgery. The Department of Surgery has a Masters of Science Program and PhD qualifications are provided in associated specialties The successful candidate will have responsibilities for the teaching, research, and clinical activities. Candidates must have senior qualifications in Neurosurgery in the country of current practice, and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Neurosurgery by the Royal College of Physicians and Surgeons of Canada is preferred. Salary and academic rank will be commensurate with experience and qualifications. Salary and benefits are competitive. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a curriculum vitae, a list of publications, and the names of three referees, should be sent to: Michael West, MD, PhD, FRCSC, FACS, Professor and Chief, Section of Neurosurgery, MS733 Thorlakson Building, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9, Telephone: (204) 787-1250, Fax: (204) 787-2851, Email: mwest@hsc.mb.ca Position Number: AGP 556. Closing date for receipt of applications is July 1, 2001.

NUTRITIONAL SCIENCE

UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science (AFNS) invites applications for a tenure-track Assistant/Associate Professor position in Canola Breeding and Biotechnology as part of a major development of its production efficiency and sustainability research and teaching capabilities Applicants must have a PhD in Plant Breeding or a related discipline. Postdoctoral experience is desirable. The successful candidate will be expected to teach at the undergraduate and graduate levels, and supervise M.Sc. and PhD students. The appointee will attract major external funding in support of a world-class research and teaching program already in place. Excellent communication skills, a demonstrated ability to conduct independent research, a desire to excel in undergraduate teaching and graduate student supervision, and a strong commitment to technology transfer are essential. The successful candidate will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health". They will also contribute to the research goals of the University of Alberta's "Food for Health" program. The successful candidate is expected to collaborate with scientists at the University of Alberta (www.ualberta.ca), Alberta Agriculture, Food and Rural Development (www.agric.gov.ab.ca), Alberta Research Council (www.arc.gov.ab.ca) Agriculture and Agri-Food Canada (www.agr.ca) and with industry The canola breeding program already has a close collaboration with one industry partner to ensure timely marketing of new cultivars. The University of Alberta has excellent research facilities and equipment, including a Molecular Biology and Biotechnology Centre, numerous specialized analytical laboratories, modern greenhouses and controlled-environment facilities, and excellent facilities for field studies The department of AFNS is also currently undertaking a major infrastructure upgrading program with the support of industry and government which will provide state-of-the-art research facilities to support the four major research foci of Production Efficiency and Sustainability, Agri-Food Technology, Nutrition and Health, and Biotechnology. In accordance with Canadian Immigration requirements, this advertisement it directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is July 31, 2001. For further information on this position contact Dr. Kennelly at (780) 492-2131 / (780) 492-4265 (fax), email chair@afns.ualberta.ca or visit our web site at www.afns.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science (AFNS) plans to nominate a female scientist for an NSERC University Faculty Award Candidates are required, at the time of appointment, to hold a PhD degree in a discipline that can contribute to the three major areas of AFNS teaching and research. production efficiency and sustainability, agri-food technology, and nutrition and human health Strong demonstrated research potential and teaching commitment are essential. A tenure-track appointment will be made available to the successful candidate conditional upon their receipt of the NSERC University Faculty Award Candidates must be women and Canadian citizens or permanent residents of Canada who are not currently holding or have previously held a tenured or tenure-track position in a Canadian university. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The closing date for applications is August 31, 2001. Applications, including a statement of research and teaching interests, curriculum vitae and three letters of reference should be sent to Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. The successful candidate would be expected to begin no later than September 1, 2002 For further information on this position contact Dr. Kennelly at (780) 492-2131 / (780) 492-4265 (fax), email chair@afns.ualberta.ca or visit our web site at www.afns.ualberta.ca Additional information concerning award conditions can also be obtained from the NSERC web site: http://www.nserc.ca/programs/school_e.htm The records arising from this competition will be managed in accordance with the provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

OPERATIONS RESEARCH

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at any rank in Applied Operations Research, commencing on or after September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in an area of applied operations research, such as production management, supply chain management, public policy analysis, or any other area of applied operations research. An ability to conduct interdisciplinary research in other areas of the department (information systems or management of technology) would be viewed positively Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.shtml, and about the Department at http://www.mansci.uwaterloo.ca/ The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax: 519-746-7252). Applications will be accepted until the position is filled.

PEDIATRICS

UNIVERSITY OF ALBERTA — An exciting opportunity as the Divisional Leader, Neurodevelopment, Department of Pediatrics. University of Alberta and the Site Leader for Pediatrics at the Glenrose Hospital, Capital Health. The responsibility would include leadership in education, research and clinical service delivery Capital Health is the largest, integrated health system in Canada and neurodevelopment has developed an innovative model of service delivery in this region. The successful candidate will be appointed at the level of associate or full professor, commensurate with experience and qualifications The Candidate must be a MD, eligible for Alberta licensure and hold a Fellowship of the Royal College of Physicians and Surgeons of Canada and have a specialized training in neurodevelopment The candidate will have proven leadership ability and strong interpersonal skills to enable the Division of Neurodevelopment to be regional in scope The candidate will also have a strong commitment to research and education in neurodevelopment and a vision to develop excellence in these areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered Please reply in writing, including a curriculum vitae and three referees by June 30, 2001 to: Dr. Terry Klassen, Professor and Chair, Department of Pediatrics, 2C3.67 Walter Mackenzie Health Sciences Center, Edmonton, Alberta, T6B 2B7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

PHARMACY

THE UNIVERSITY OF MANITOBA — The Faculty of Pharmacy is seeking applications for a tenure-track faculty position in pharmaceutics at the level of assistant professor. Applicants should possess a doctoral degree and have a background of, or high potential for nationally funded research. Preference will be given to individuals who have experience in drug transport phenomena, especially as this relates to cellular and/or whole organ systems. Major responsibilities for this position include participation in the teaching of students in the professional curriculum and in the Faculty's graduate program Development of an active extramurally funded research program is expected Significant opportunities exist for collaborative multidisciplinary research in both the Medical (Bannatyne) and Academic (Ft. Garry) Campuses of the University of Manitoba. Commitment to collegiality and a proven ability to work with a richly diverse population of faculty, administration, and students is required. The Faculty of Pharmacy is located in the Fort Garry Campus of the University of Manitoba The baccalaureate program is five years (1+4) leading to a B.Sc. (Pharmacy) degree Approximately 200 students are enrolled at the Faculty of Pharmacy along with 20 graduate students. With a population of 650,000, Winnipeg enjoys all the amenities of a large, cosmopolitan city as well as being

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Schulich
School of Business
York University
www.schulich.yorku.ca

Pierre Lassonde Chair
in International Business

The Schulich School of Business at York University in Toronto Canada, is seeking an outstanding scholar in international business for the **Pierre Lassonde Chair in International Business**, effective July 1, 2002.

Preferred candidates will:

- be at the full professor level (candidates at the senior associate level are also encouraged to apply)
- have international business teaching and research interests in strategy, marketing, or organizational behaviour/management
- be expected to provide leadership in teaching and research in the area of international business
- have a PhD degree

The deadline for receiving applications is November 1, 2001.

Please send curriculum vitae, samples of research papers, information regardingteaching experience, and names and addresses of three referees to:

Professor Christine Oliver
Chair, Search Committee
Pierre Lassonde Chair in International Business
York University
Schulich School of Business
4700 Keele Street
Toronto, Ontario M3J 1P3
Canada
e-mail: coliver@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

Queen's University

Director, Development Studies
Faculty of Arts & Science

The Faculty of Arts and Science at Queen's University invites applications for Director of the Development Studies Program. This will be a tenure stream position at the Assistant or Associate Professor level beginning on September 1, 2001. The salary offered will be commensurate with qualifications and experience. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching in international development with an emphasis on some combination of theoretical perspectives on development, development policy, and cross-cultural research methods. The appointee must be able to demonstrate excellent leadership and administrative skills and will be expected to develop and maintain a strong research program, contribute to teaching in Development Studies and administer the program. The latter will include establishing contacts for internships with non-governmental organizations, government agencies and the corporate seetor. Applicants can learn more about the Development Studies Program at http://qsilver.queensu.ca/~qds/.

Applications should include a full curriculum vitae, a statement of research and teaching interests, an explanation of how their experience to date would prepare them for the administration of such a program, and samples of relevant reprints or writing. Applicants should arrange that this material and three confidential letters of reference be sent to:

Dr. Anne Godlewska, Associate Dean
Faculty of Arts & Science
Queen's University
Kingston, Ontario Canada K7L 3N6
Tel: (613) 533-2448
Fax (613) 533-2067

Applications must be received by ***July 13, 2001***.

Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Renison COLLEGE

Principal & Vice-Chancellor

Renison College invites applications for the position of Principal and Vice-Chancellor. The initial five year appointment will begin July 1, 2002, or as soon as possible thereafter. An Anglican College affiliated with the University of Waterloo, Renison College seeks to provide its students with the advantages of pursuing studies in a small liberal arts college within a major university.

The College's interdisciplinary Social Development Studies program is intended for students interested in helping professions such as social work, teaching and law. In addition to offering courses in Social Work, Psychology, Sociology and Interdisciplinary Social Science, the College offers an Honours BSW program. The College also offers courses in East Asian Studies including East Asian Culture, Chinese, Japanese and Korean. Other courses taught at Renison include English, History, and Religious Studies.

The College employs approx. 60 people including 37 faculty (12 full time) and 22 full time support staff. Renison has an annual registration of approximately 1000 students and over 5000 student courses are taught. Renison is also home to the Renison Institute of Ministry, a leader in lay training. Renison residences accommodate 86 men and 86 women. The annual College budget is $4.2 million.

The successful candidate will have a proven record of scholarship, teaching and administration; should be able to work comfortably in an interdisciplinary setting; and be able to promote the interests of both the Humanities and the Social Sciences. The Principal should be a dynamic, visionary leader able to carry out the new Strategic Plan for the College and have experience in fund raising and community activities. The candidate should have the ability both to communicate effectively with faculty, students, staff, graduates and current and potential donors and to maintain strong relations with the Anglican constituency of the College.

Applications will be treated in confidence; where possible they should be accompanied by a detailed curriculum vitae and the names and addresses of three referees in a position to comment on the candidate's academic credentials and administrative experience. This material should be directed by **July 27, 2001**, to: **Search Committee Chair, Renison College, Waterloo, ON N2L 3G4**; E-mail: bjchecke@renison.uwaterloo.ca

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Renison College is committed to equality in employment.

clean, safe and affordable. Winnipeg is home to several professional sports teams and has a rich cultural life that would include the Royal Winnipeg Ballet and the Winnipeg Symphony Orchestra. Winnipeg offers a variety of recreational facilities, has an international airport, and good access to beaches and both Provincial and National Parks. Further details of Winnipeg can be obtained from the website www.city.winnipeg.mb.ca. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application, curriculum vitae, brief outline of scholarly interests and three references to: Dr. David Collins, Dean and Professor, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2, Phone: (204) 474-8794, Fax: (204) 474-7617, Email: dcollins@ms.UManitoba.CA. Applications should be received by July 4, 2001.

PHYSICAL SCIENCES

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the School of Physical Sciences in the area of applied solid state physics and material characterization at the rank of Assistant Professor, commencing on January 1, 2002. Details may be found on our web site www.uwindsor.ca/facultypositions. Contact Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, Ontario, N9B 3P4 Tel. 519-253-3000, ext. 3526, Fax: 519-973-7098. E-mail: taylor@uwindsor.ca.

PHYSICAL THERAPY

UNIVERSITY OF WESTERN ONTARIO — Applications are invited for a full-time, probationary (tenure-track) assistant professor position in neurosciences in the School of Physical Therapy, Faculty of Health Sciences. Candidates must be physiotherapists who: 1) hold a PhD in a related field; 2) have evidence of a focused program of research and publication; and 3) are eligible for licensure by the College of Physiotherapy in Ontario. Preference will be given to candidates with post-doctoral experience. The appointee will engage in undergraduate and graduate teaching in the areas of neuroscience, motor control and/or motor learning and will undertake research in the neuro-musculoskeletal field. Experience in case-based teaching methodology will be an asset. The School of Physical Therapy is one of 5 schools (Communication Sciences and Disorders; Kinesiology; Nursing and Occupational Therapy) in the research-oriented Faculty of Health Sciences, where both discipline-specific and interdisciplinary research are encouraged. The University of Western Ontario offers interdisciplinary PhD programs in Rehabilitation Science and Neuroscience. A new professional Master of Physical Therapy program is under development to replace the present undergraduate physiotherapy program. University-wide programs to enhance teaching are offered regularly. Further information on the School is available at www.uwo.ca/fhs. Applications are required by July 19, 2001. The curriculum vitae and names of three referees will be regarded as confidential until interview candidates have been determined. Submit documentation to: Dr. Angelo Belcastro, Dean, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1. Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

PHYSIOLOGY

DALHOUSIE UNIVERSITY — The Faculty of Medicine (Head of Department) is seeking an individual with a strong record of accomplishment in research, education, and administration to provide leadership for its Department of Physiology and Biophysics. Qualified candidates will have a PhD and/or MD degree. This is a full-time academic appointment (initial five-year term with review) with responsibilities for the administration and development of teaching and research programs and their associated personnel, financial and facility resources in the Department. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Send applications with current curriculum vitae and the names and addresses of three referees to: Dr. M.M. Hansell, Chair, Physiology and Biophysics Headship Search Committee, c/o Faculty of Medicine, Dalhousie University, Room C-205, Clinical Research Centre, 5849 University Ave., Halifax, NS B3H 4H7. Application deadline: July 31, 2001

UNIVERSITY OF MANITOBA — The Department of Physiology, Faculty of Medicine, University of Manitoba invites applications for two full-time contingent faculty positions at the level of Assistant Professor in the Institute of Cardiovascular Sciences. Applicants should have a M.D. or PhD Degree in any of the medical sciences with two or three years of postdoctoral experience in molecular biology, gene expression, biochemistry, physiology, or pharmacology. The candidates are expected to establish independent research programs in the areas of heart failure and/or ischemic heart disease, collaborate with other members of the Institute and teach both undergraduate and graduate students. Salary will commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canada Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Please send your resume and statement of research goals and arrange for three letters of reference by September 15, 2001, to: Dr. Naranjan Dhalla, Institute of Cardiovascular Sciences, St. Boniface General Hospital Research Centre, 351 Tache Avenue, Winnipeg, Manitoba, Canada, R2H 2A6.

PSYCHIATRY

UNIVERSITY OF ALBERTA — The Department of Psychiatry's External Psychiatric Services (EPS) was established in 1973. It has become a centre of excellence in the practice, teaching and research of psychodynamic psychiatry. EPS consists of an outpatient psychiatric treatment clinic, two intensive partial hospitalization programs for patients with personality disorders, and a research and evaluation unit. The research unit has conducted several large scale clinical trials of a range of psychodynamic treatments. Research on predictors of psychotherapy outcome has garnered international acclaim. The Department is seeking a certified psychiatrist with strong psychotherapeutic skills to support the continued growth of our service. In collaboration with the three other clinical leaders and the coordinator of research, he or she would be a model in the provision of various forms of psychodynamic treatment, would supervise multidisciplinary therapists, and would contribute ideas to psychotherapy research. The successful applicant would hold a part-time academic position. Remuneration is through fee-for-service, with the opportunity to earn upwards of $200,000 per annum. Opportunities for remunerated teaching and supervision of psychiatric residents are available. Please send resume and the names and addresses of three referees by July 31 2001 to: Dr. Klaus Ganzdemann, Site Chief, Department of Psychiatry, University of Alberta Hospital, Room 1E101 Mackenzie Centre, 8440-112 Street, Edmonton, Alberta, T6G 2B7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA — The Department of Psychiatry (Psychopharmacology Research Unit), invites applications for an academic position. The successful candidate will be a psychiatrist with a proven academic background in psychopharmacology. He/she will be expected to contribute to research and teaching in the Department. The appointment will be full-time, geographic at the Assistant Professor or Associate Professor rank with funding for up to three years and then contingent upon continuation of funding from external sources. During the three-year funded period of the appointment, the applicant will be expected to apply to funding agencies for continuing salary support. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should forward their curriculum vitae and the names of three references by July 15, 2001 to: Dr. Glen Baker, Professor and Chair, Department of Psychiatry, 1E7.44 Mackenzie Centre, University of Alberta, Edmonton, Alberta, T6G 2B7, Fax: (780) 407-6804. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA — The Department of Psychiatry (Neurochemical Research Unit), invites applications for an academic position. The successful candidate will have a postdoctoral academic background in molecular biology and/or electrophysiology, and will be expected to contribute to the research and teaching in the Department. The appointment will be full-time geographic at the Assistant Professor or Associate Professor rank with funding for up to three years and then contingent upon continuation of funding from external sources. During the three-year funded period of the appointment, the applicant will be expected to apply to funding agencies for continuing salary support. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should forward their curriculum vitae and the names of three referees by July 15, 2001 to: Dr. Glen Baker, Professor and Chair, Department of Psychiatry, 1E7.44 Mackenzie Centre, University of Alberta, Edmonton, Alberta, T6G 2B7, Fax: (780) 407-6804. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA — The Department of Psychiatry has three postdoctoral fellowships (each valued at $35,000 per annum for up to three years) available in the Behenesee Schizophrenia Research Unit. Research is being conducted in the following areas: magnetic resonance imaging and spectroscopy in schizophrenia, drug metabolism and drug-drug interactions involving antipsychotic drugs; and studies on individuals at high risk for developing schizophrenia. Candidates should forward their curriculum vitae and the names of three references by July 15, 2001 to: Dr. Glen Baker, Professor and Chair, Department of Psychiatry, 1E7.44 Mackenzie Centre, University of Alberta, Edmonton, Alberta, T6G 2B7. Fax: (780) 407-6804. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PSYCHOLOGY

BROCK UNIVERSITY — The Department of Psychology invites applications and nominations for a one-year limited term appointment at the rank of Assistant Professor effective July 1, 2001, subject to final budgetary approval. A recently completed PhD in psychology is preferred (applicants without a completed PhD will be considered for an appointment at the rank of Lecturer), together with successful teaching experience and potential for independent research and scholarship in the area of health psychology. The successful candidate will be expected to teach an undergraduate course in health psychology and other courses to be determined, supervise individual students, to be engaged in independent research and scholarly activities, and to participate in the affairs of the department. Applications will be accepted until the position is filled. Please send a letter of application outlining your background, a curriculum vitae, reprints/preprints of published work, and arrange for three confidential letters of reference to be sent to: Dr. Sidney J. Segalowitz, Chair, Department of Psychology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1, phone: 905-688-5550, ext 3543, fax: 905-688-6922, e-mail: ssegalow@spartan.ac.brocku.ca. More information on the Brock University Psychology Department can be found at www.psych.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

BRANDON UNIVERSITY — The Department of Psychology invites applications for a tenure track position. Candidates should have a PhD in developmental/child psychology or a related area. The duties will include teaching courses in Child Psychology, Introductory Psychology and one other area of interest as determined by the department. The successful candidate will also be expected to supervise honours students and engage in a program of research. Application deadline: July 1, 2001 or until position is filled. Date of Appointment: August 1, 2001. Salary and Rank: Commensuate with the candidate's qualifications and experience. Please send curriculum vita, transcripts, and the names of three references to: Dr. Janet S. Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in Industrial/Organizational Psychology at the rank of assistant professor. For details visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2215, Fax: 519.973.7021; Email: towson@uwindsor.ca.

UNIVERSITY OF ALBERTA — The Department of Psychology, Faculty of Science, seeks applications for a Canada Research Chair in Aging and Cognition. This appointment is intended to support departmental initiatives in the area of Applied Developmental Science and to facilitate the development of interdisciplinary

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005, tél: (202)737-5900.

AD DEADLINES 2001-2002

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/01	August 14/01
October	September 7/01	September 14/01
November	October 5/01	October 12/01
December	November 7/01	November 14/01
January	December 7/01	December 14/01
February	January 8/02	January 15/02
March	February 7/02	February 14/02
April	March 7/02	March 14/02
May	April 8/02	April 15/02
June	May 7/02	May 14/02

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Contact Lynn Braun — Advertising Coordinator

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EMAIL ads@caut.ca

2675 Queensview Drive, Ottawa, ON K2B 8K2

✂ CLIP & SAVE

DATES LIMITES 2001-2002

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2001	14 août 2001
Octobre	7 septembre 2001	14 septembre 2001
Novembre	5 octobre 2001	12 octobre 2001
Décembre	7 novembre 2001	14 novembre 2001
Janvier	7 décembre 2001	14 décembre 2001
Février	8 janvier 2002	15 janvier 2002
Mars	7 février 2002	14 février 2002
Avril	7 mars 2002	14 mars 2002
Mai	8 avril 20022	15 avril 2002
Juin	7 mai 2002	14 mai 2002

Les dates limites tombent à midi. NNE Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Veuillez vous adresser à la coordonnatrice de la publicité

TÉL. (613) 820.2270 *TÉLÉC.* (613) 820.2417
COURRIEL ads@caut.ca

2675, promenade Queensview, Ottawa ON K2B 8K2

✂ DÉCOUPEZ ET CONSERVEZ

Western

The University of Western Ontario

Vice-President (Research)

The University of Western Ontario invites nominations and applications for the position of Vice-President (Research).

The Vice-President (Research) is responsible for overseeing the conduct, development, and assessment of research and original scholarly work and for promoting that research and scholarship in local, provincial, national, and international constituencies.

The Vice-President (Research), who reports to the President, provides co-ordination and leadership to ensure the highest possible standards of research and scholarship and to encourage new ideas for scholarly enquiry.

The University of Western Ontario is one of Canada's leading universities in both teaching and research, with some 27,000 full- and part-time (FTE) students in degree programs at the undergraduate and graduate levels. Western's faculty receive each year numerous major scholarly awards and last year received over $140 million in external research awards and major infrastructure grants. The University is committed to excellence in teaching, research, and scholarship in all of its Faculties, and recruits outstanding students and faculty in pursuit of that objective. The Vice-President (Research) is part of the President's senior administrative team working to enhance Western's national and international scholarly reputation.

The preferred candidate for this position will have an outstanding record of scholarship and academic leadership, with superior skills in communication and interpersonal relations.

Nominations and applications, including an up-to-date curriculum vitae and the names of at least three referees, should be submitted in confidence to:

Janet Wright & Associates, Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: (416) 923-8311
Email: resumes@jwasearch.com

The appointment will commence January 1, 2002, or at another date agreed to by the successful candidate and the President.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

strength in Gerontology at the University of Alberta. The appointment will be at the Full Professor (Canada Research Chair tier I) level and will commence 1 July 2002. Applicants are expected to be leaders in their field, have a strong international research presence, have an excellent teaching record, and have extensive experience in the supervision of graduate and undergraduate research. The position comes with significant discretionary research funding, additional funding through the Canada Foundation for Innovation (CFI) for equipment and infrastructure, and reduced teaching loads. For information on Canada Research Chairs, please see http://www.chairs.gc.ca. Hiring decisions will be made on the basis of demonstrated research excellence, teaching ability, potential for interaction with colleagues, and departmental and university needs. Please submit a curriculum vitae, a statement of research interests and plans, a statement of teaching interests and a list of potential referees to: Dr. Douglas Grant, Chair, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9 (E-mail: douglas.grant@ualberta.ca, Tel: (780) 492-5298; Fax: (780) 492-1768). Applications for this competition will be received and considered until a suitable candidate has been identified. Applicants from Canada and elsewhere are invited to apply. The research arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RELIGIOUS STUDIES

McGILL UNIVERSITY — Hebrew Bible and Greco-Roman Judaism. McGill University's Faculty of Religious Studies will make a single tenure-track appointment at the assistant or associate professor rank in Hebrew Bible and Greco-Roman Judaism beginning September 2002. Competence in Hebrew and Greek are assumed, an interest in Patristics would be valued. The candidate should have teaching experience and research productivity appropriate for time since receipt of the doctorate. Send complete CV, three confidential reference letters, samples of publications, and profiles on teaching record and present and future research to: Dean, 3520 University Street, Montreal, Quebec, H3A 2A7. Files must be complete by September 30, 2001. McGill is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

SCIENCE INFIRMIÈRE

L'UNIVERSITÉ DE MONCTON campus d'Edmundston — sollicite des candidatures pour le poste suivant: Professeur ou professeure en science infirmière. Description: Un poste menant à la permanence au Secteur Science infirmière. Fonction: La personne choisie enseignera des cours théoriques plus particulièrement en évaluation physique et sur les modèles conceptuels en soins infirmiers. De plus, elle sera responsable de divers stages cliniques en medecine, chirurgie et/ou soins palliatifs. Qualifications: La personne recherchée possède un doctorat ou en en instance de thèse en science infirmière ou dans un domaine connexe. Une maîtrise en science infirmière avec plusieurs années d'expérience en enseignement pourrait être considérée. Salaire et conditions: La convention collective entre l'APPUMCE et l'Université de Moncton actuellement en vigueur au Campus d'Edmundston régit le traitement salarial et les conditions de travail. Le salaire est normalement établi en fonction de la formation et de l'experience de la personne choisie. Entrée en fonction: les septembre 2001. Les personnes intéressées doivent faire parvenir leur curriculum vitae et les noms de deux répondants ou répondantes avant le 1er août 2001. À: M. Jean-Guy Poitras, directeur des services pedagogiques, Campus d'Edmundston, Université de Moncton, 165, boulevard Hébert, Edmundston, Nouveau Brunswick, E3V 2S8. L'Université de Moncton souscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidentes et aux résidents permanents seulement. Ce poste sera accordé sous réserve d'approbation budgétaire.

SOCIAL WORK

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the School of Social Work in the broadly defined areas of family and child welfare, physical and mental health and community services (micro/macro practice) at the rank of assistant professor. Applicants with relevant graduate degrees in other social science or allied health disciplines are welcomed to apply. For details visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Frank Hawkins, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext 3067; Fax: 519.973.7036; Email: fhawkins@uwindsor.ca.

SOCIOLINGUISTICS

UNIVERSITY OF OTTAWA — Sociolinguistics. A postdoctoral position is available to participate in ongoing projects on synchronic and diachronic variation in English and French, as well as on bilingualism and language contact in a variety of language pairs. The successful candidate will collaborate with a dynamic team of researchers at the University of Ottawa Sociolinguistics Laboratory. For further information, see http://aix1.uottawa.ca/~sociolx. The position is initially funded for one year but is renewable. Annual salary is ca CAD 35,000. Application consists of a CV, sample reprints and/or pre-prints, a statement of research and training interests, and letters of reference from at least three referees. Consideration of applications will begin as soon as they are complete, and continue until the position is filled. Starting date negotiable, but Fall 2001 preferred. Send materials and address informal inquiries to: Shana Poplack, director, Sociolinguistics Lab University of Ottawa, 401-70 Launer East, Ottawa, Canada K1N 6N5, spoplack@aix1.uottawa.ca. The University of Ottawa is an equal opportunity employer. We encourage applications from women and from minorities.

SOCIOLINGUISTIQUE

UNIVERSITÉ D'OTTAWA — Sociolinguistique. On recherche un(e) chercheur(e) postdoctoral(e) pour participer à des projets en cours sur la variation morphosyntaxique en français et en anglais ainsi que sur les effets du contact linguistique sur des parlers de langues variées. On s'attend à ce que la personne retenue collabore avec une équipe dynamique de chercheurs au Laboratoire de sociolinguistique de l'Université d'Ottawa. Pour de plus amples renseignements sur le laboratoire et son programme de recherche, veuillez consulter: http://aix1.uottawa.ca/~sociolx. La durée prévue du poste est de un an avec possibilité de renouvellement. Le salaire annuel est de 35,000 $CAD. Prière de soumettre un CV, un échantillon de travaux de recherche et faire parvenir au moins trois lettres de recommandation à: Shana Poplack, directrice, Laboratoire de Sociolinguistique, Département de linguistique, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, ON K1N 6N5, spoplack@aix1.uottawa.ca. Les candidatures seront examinées jusqu'à ce que le poste soit comblé, mais il est préférable que le candidat entre en fonction dès l'automne 2001. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes et les membres de minorités visibles sont encouragés à poser leur candidature.

SOCIOLOGY & CRIMINOLOGY

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications for a nine month contractually limited position and a four month contractually limited position at the rank of Assistant Professor commencing September 1, 2001. Candidates should have a PhD or be near completion with a record of research and teaching. They must be able to contribute to the Core Undergraduate Program in Criminology (Criminological Theory and Methods, Criminal Justice System, Criminal Statistics, Crime and Society). Other areas are open. Applicants are asked to submit a curriculum vitae, an example of recent published work, and arrange for three letters of reference to be sent directly to Chairperson, Hiring Committee, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference are complete. Applications will be considered until the position is filled. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

THE UNIVERSITY OF WINDSOR — invites applications for as two tenure-track positions in Sociology and Anthropology in the areas of Criminology and Social Justice at the rank of assistant professor. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Search Committee, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca.

STATISTICS

UNIVERSITY OF TORONTO — The Department of Statistics invites applications for a tenure-stream position in Actuarial Science, rank open. The position is to begin September 1, 2001 or as soon as possible thereafter. Duties will include teaching courses in the actuarial science program at both the undergraduate and graduate level, conducting research in actuarial science, and service to the professional actuarial associations. Qualifications required are a PhD in actuarial science, statistics, mathematics or a related area, professional accreditation in the CIA, SOA or CAS, and an active research program. Salary and rank are commensurate with experience. We will begin reviewing applications on June 30, 2001 and continue until the position is filled. Letters of application with curriculum vitae should be sent to: Professor Nancy Reid, Department of Statistics, University of Toronto, 100 St. George Street, 6th Floor, Toronto, Ontario Canada M5S 3G3, reid@utstat.utoronto.ca. Applicants at the rank of Assistant Professor should arrange to have three letters of reference sent under separate cover to Professor Reid. Other applicants should include the names of three referees with their letter of application. Information on the Actuarial Science program and the Department of Statistics at the University of Toronto, is available on the department's web page at www.utstat.toronto.edu. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

SAINT MARY'S UNIVERSITY — The Department of Mathematics and Computing Science invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2001. The successful candidate will have a PhD in Statistics or in Mathematics with a strong background in Statistics and will be expected to teach statistics courses at the undergraduate level. As well, the successful candidate will have a demonstrated potential for and a strong commitment to research. Applications, including a curriculum vitae, a summary of teaching experience, and the names and addresses (including e-mail addresses) of at least three referees should be sent to: Department of Mathematics and Computing Science, attention: Chairperson of Search Committee, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; Fax (902) 420-5035; e-mail: mathcs.search@stmarys.ca. Applications will be reviewed as soon as possible after being received, and applications will continue to be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents, but applications are invited from other qualified applicants. Saint Mary's University is committed to the principles of Employment Equity. Founded in 1802, Saint Mary's has developed into a modern, urban university with more than 7,500 full and part-time students. (Visit http://www.stmarys.ca for further information.) Saint Mary's University is located in Halifax, a port city of about 330,000 people founded in 1749. The city offers 11 business and industrial parks, 8 major hospitals, 12 golf clubs, 5 yacht clubs, and several nearby beaches and resorts. (Visit http://www.region.halifax.ns.ca/community/location.html for further information.)

SUSTAINABLE DEVELOPMENT

THE UNIVERSITY OF BRITISH COLUMBIA — is seeking applications for a tenure-track assistant professor position in Sustainable Development and Society at the Sustainable Development Research Institute. The expected start date is October 1, 2001. The position will focus on the socio-cultural and socio-political determinants of, and constraints on, sustainable development policy, policy implementation, and on the linkage between sustainable development and other policy arenas. Research will be encouraged on the relationship between social and environmental issues and the emerging literature on social capital and its relationship to economic behaviour. An appropriate cross appointment to a teaching unit will be made in consultation with the successful candidate. The successful candidate must have completed a PhD and have a strong interdisciplinary background in the social and related natural sciences, and must be able to bring social theory — particularly from the disciplines of sociology and political science — to bear on the analysis and implementation of sustainable development. Experience with regional integrated assessment and policy research is preferred. Experience in conducting research with a range of governmental, non-governmental and industrial partners is desirable. Demonstrated organizational and management skills will be essential to this position since the selected candidate will be expected to supervise graduate student research. Applications, including names and addresses of three referees, curriculum vitae, sample research materials, and a summary of current and future research interests, should be sent to Dr. John Robinson, Director, Sustainable Development Research Institute, 2202 Main Mall, Vancouver, BC V6T 1Z4 (Fax: 604 822-9191) by July 15, 2001. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

VIROLOGY

UNIVERSITY OF GUELPH — The Department of Microbiology invites applications for a tenure-track position at the rank of Assistant Professor. We seek an interactive individual with the ability to establish and maintain a vigorous and creative independent research program and a commitment to teaching at both the undergraduate and graduate levels. The successful candidate should have research interests in Virology. Applicants should hold a PhD degree, have one or more years of relevant postdoctoral experience, demonstrate an excellent record of research and show potential in teaching. Applicants should send their curriculum vitae, a research plan summary, four representative publications and names and addresses of three referees to: Dr. Peter J. Krell (Chair, Faculty Search Committee, Department of Microbiology, University of Guelph, Guelph, Ontario Canada N1G 2W1). Applications will be reviewed starting September 1, 2001 and will continue until the position is filled. Our web site is www.uoguelph.ca/microbiology/. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

VISUAL ARTS

THE UNIVERSITY OF WINDSOR — invites applications for two 11-month limited-term positions in Contemporary Issues/Contemporary Art and Photography for the term August 1, 2001 – June 30, 2002 at the rank of Assistant Professor. For details visit our website at: www.uwindsor.ca/facultypositions Contact: Prof. William C. Law, Appointments Committee, Visual Arts, University of Windsor, Windsor, Ontario, N9B 3P4, Phone 519.253.3000 ext. 2828, Fax 519.971.3647, E-mail wcl@uwindsor.ca

ACCOMMODATIONS

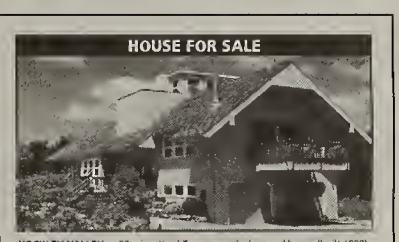
FRANCE, Lyon — Furnished 3 bedroom house. Desirable area, minutes to public transportation. 1 mth min. 416-960-5249

TORONTO — Downtown rental, fully furnished home, 4 bedrooms, 3 story, near U of Toronto, large park and recreational centre, TTC. Late August through December, negotiable. No pets or smoking. $1950+ monthly. (416) 539-9850; droman@sympatico.ca

SABBATICAL IN CALGARY? Country home for rent 20 min. to University August 2001 to February 2003, phone 403-932-2841, e-mail: mcmahon@ucalgary.ca

EDINBURGH, Scotland — Autumn Sabbatical. Fully furnished 3-bedroom flat for rent in Edinburgh, Scotland from September to December 2001. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237 Trent University; after July 1: 011-44-131-556-7381 phone/fax. E-mail: "kchittick@trentu.ca" or "twbrown@trentu.ca"

FIRENZE/Italy — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) Lit 1.500 000 + util; weekly 800 000 (two people) all incl. Spezzotti, PH +39-055-245-739, FX +39-055-247-6266



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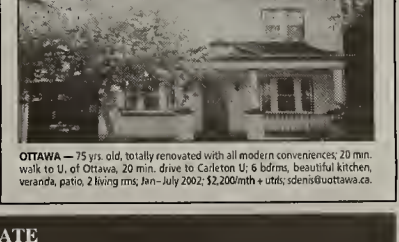

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RESEARCH ASSOCIATE
BIOTECHNOLOGY LABORATORY
THE UNIVERSITY OF BRITISH COLUMBIA

A Research Associate position is available immediately in The Biotechnology Laboratory at the University of British Columbia. The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology and in fermentation and process engineering. There are currently ten faculty members conducting research in the Biotechnology Laboratory with 54 graduate students drawn from ten different academic departments.

The research will focus on the inhibition of surface expression of MHC Class I molecules by tumour cells.

The successful candidate must possess a Ph.D. and have a minimum of three years' experience as a postdoctoral fellow and have a background in a) molecular biology, b) cell biology, c) transgenic technology, and d) immunology.

Experience with mammalian cell culture and immunological techniques is essential. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send, no later than **June 30, 2001**, a curriculum vitae and the names of three referees to:

UBC

Dr. Wilfred A. Jefferies
Professor, Biotechnology Laboratory
The University of British Columbia
2222 Health Sciences Mall, Room 201
Vancouver, BC V6T 1Z3
Fax: (604) 822-6780

McGill

Assistant/Associate Professor
International Relations

The Department of Political Science invites applications for a tenure-track or tenured position at the rank of Assistant or Associate Professor in the field of international relations. The Department is particularly interested in candidates with a specialization in security and conflict studies, broadly understood. The position requires teaching and student supervision at the undergraduate and graduate (M.A./PhD) levels, as well as excellence in scholarly research. Applications should include: a curriculum vitae, university transcripts, three letters of reference, and a sample of written work. The file should also include materials pertinent to the teaching skills of the applicant. The appointment is expected to begin September 1, 2002. The deadline for applications is **October 19, 2001**. For more information about the Department and University, visit our web site at www.arts.mcgill.ca/programs/polisci

Please forward supporting materials to:

Professor Christopher Manfredi, Chair
Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Memorial
University of Newfoundland

Assistant/Associate Professor
School of Nursing

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Applicants are invited for a tenure-track appointment with a specialty in maternal child/women's health. The appointment will be at the rank of Assistant/Associate Professor at Memorial University of Newfoundland's School of Nursing. An earned doctorate or substantive progress towards a PhD in nursing (or related discipline) is preferred. A Master's degree in nursing is required. The School offers a collaborative baccalaureate program with two other sites, a Post-Diploma baccalaureate program delivered via distance, and a Master of Nursing program with various options: thesis, non-thesis, and plans are also underway to explore delivery of a Nurse Practitioner Program at the Master's level.

The successful candidate is expected to teach nursing courses at the undergraduate and/or graduate levels and maintain an ongoing program of research. The position is subject to budgetary approval.

Applications accompanied by a curriculum vitae and the names of three referees should be submitted by **September 1, 2001**:

Dr. Carole Orchard, Director
School of Nursing
Memorial University of Newfoundland
St. John's, NF, A1B 3V6

In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

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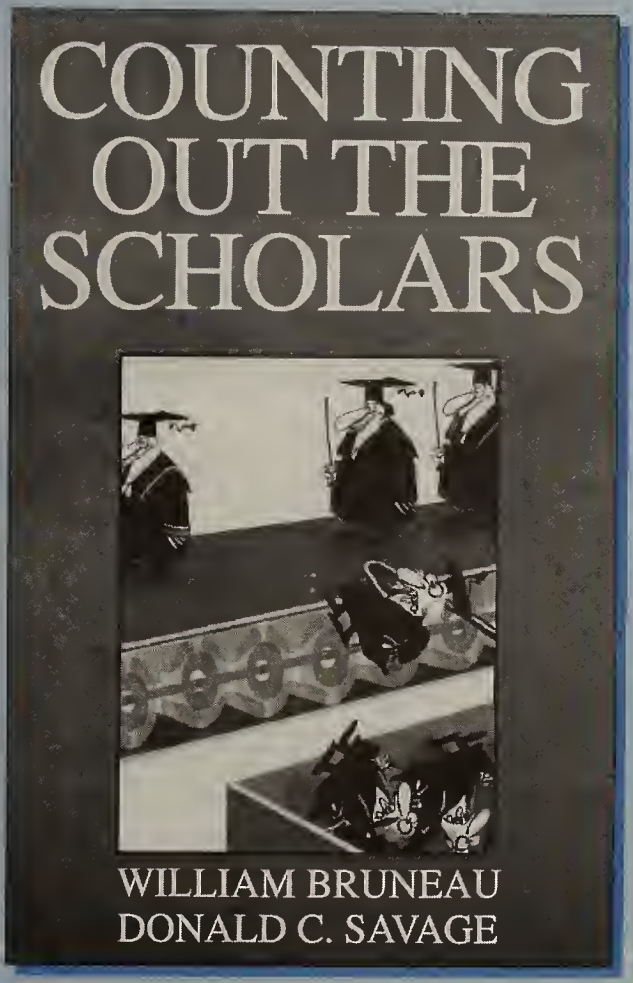

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